

TOM AHN

Department of Defense Management
Naval Postgraduate School
247 Ingersoll
sahn1@nps.edu

(Apr 2025)

PROFESSIONAL AND ACADEMIC EXPERIENCE

2025~Current	Associate Professor , Naval Postgraduate School, <i>Monterey, CA</i>
2018~2025	Assistant Professor , Naval Postgraduate School, <i>Monterey, CA</i>
2017~2018	Research Associate Professor , Naval Postgraduate School, <i>Monterey, CA</i>
2009~2017	Assistant Professor , University of Kentucky, <i>Lexington, KY</i>
2007~2009	Research Associate . Center for Child and Family Policy, Duke University, <i>Durham, NC</i>
2004~2007	First Lieutenant . Republic of Korea, Army, <i>Seoul, Korea</i>
1998~1999	Consultant , Exeter Consulting Group, <i>Cambridge, MA</i>

EDUCATION

Ph.D. in Economics (2003), Duke University, *Durham, NC*
B.A. in Economics and Biochemistry (1998), Cornell University, *Ithaca, NY*

PEER-REVIEWED ARTICLES (ECONOMICS)

"Information Transmission within Groups: Peer Influence in High-stakes, Irreversible Financial Decisions" with J. Cunha & P. Veith, - Forthcoming at ***Review of Economics & Statistics***

"Equilibrium Grading Policies with Implications for Female Interest in STEM Courses" with P. Arcidiacono, A. Hopson, & J. Thomas, ***Econometrica***, Vol. 92, Issue 3, pp. 849-880. (2024) [Previously circulated: Grade Inflation in General Equilibrium with Implications for Female Interest in STEM Majors]

"Opening the Black Box: Behavioral Responses of Teachers to Pay-for-Performance Incentive Programs" with J. Vigdor, ***Journal of Human Capital***, Vol. 17, Issue 3, pp. 315-348. (2023)

"Lethality and Deterrence in Affairs of Honor" with J. Sandford & P. Shea, ***Rationality and Society***, Vol. 35 (3), pp. 259-292. (2023) [Previously circulated: Mend it, Don't End it: Optimal Mortality in Affairs of Honor]

"When Incentives Matter Too Much: Explaining Significant Responses to Irrelevant Information" with J. Vigdor, ***Journal of Human Capital***, Vol. 15, Issue 4, pp. 629-664. (2021)

"How Long Have You Been Waiting? Explaining the Role of Irrelevant Information in the Promotion of U.S. Navy Officers" with J. Niven & A. Veilleux, ***Economics Bulletin***, Vol. 41 No. 2 pp. 604-614. (2021)

"Strategic Matching of Schools and Teachers with (and without) Accountability Pressure" ***Education Finance and Policy***, Vol. 12, Issue 4, pp. 516-535. (2017)

"Peer Delinquency and Student Achievement in Middle School" with J. Trogdon, ***Labour Economics***, Vol. 44, pp. 192 – 217. (2017)

"A Theory of Dynamic Investment in Education in Response to Accountability Pressure" ***Economics Letters***, Vol. 149, pp. 75–78. (2016)

"Matching Strategies of Teachers and Schools in General Equilibrium" ***IZA Journal of Labor Economics***, Vol 4:5. (2015)

"The Effect of Sharing a Mother Tongue with Peers: Evidence from North Carolina Middle Schools" with C. Jepsen, ***IZA Journal of Migration***, Vol. 4:5. (2015)

"The Short-Run Impacts of Connecticut's Paid Sick Leave Legislation" with A. Yelowitz, ***Applied Economics Letters***, Vol. 25, Issue 15, pp. 1267-1272. (2015)

"A Regression Discontinuity Analysis of Graduation Standards and Their Impact on Students' Academic Trajectories" ***Economics of Education Review***, Vol. 38, pp. 64-75. (2014)

"A Note on Bubbles and Worthless Assets: The Curious Case of General Motors" with J. Sandford & P. Shea, ***Macroeconomic Dynamics***, Vol. 18, No. 1, pp. 244-254. (2014)

"The Missing Link: Estimating the Impact of Incentives on Teacher Effort and Instructional Effectiveness Using Teacher Accountability Legislation Data" ***Journal of Human Capital***, Vol. 7, No. 3, pp. 230-273. (2013)

"Distributional Impacts of a Local Living Wage Increase with Ability Sorting" ***Economics Letters***, Vol. 112, Issue 3, pp. 283-286. (2011)

"The Distributional Impacts of Minimum Wage Increases when Both Labor Supply and Labor Demand are Endogenous" with P. Arcidiacono & W. Wessels, ***Journal of Business & Economic Statistics***, Vol. 29 (1), pp. 12-23. (2011)

"Explaining Cross-Racial Differences in Teenage Labor Force Participation: Results from a Two-Sided Search Model" with P. Arcidiacono, A. Murphy & O. Swinton, ***Journal of Econometrics***, Vol. 156 (1), pp. 201-211. (2010)

"Paying to Queue: A Theory of Persistent Differences in Nonunion Wage", with P. Arcidiacono, ***Journal of Urban Economics***, Vol. 55, No. 3, pp. 564-579. (2004)

PEER-REVIEWED ARTICLES (OTHER FIELDS)

"Analysis of Separation Behavior Using Machine Learning: The Case of Australian Navy Sailors" with S. Cole, J. Fan, & C. Griffin, ***Military Operations Research Journal***, Vol. 28 (2). (2023)

"Optimal Long-Run Talent Management of the AWF in Response to COVID-19: A Dynamic Programming Approach" with A. Menichini, ***Defense Acquisition Research Journal***, Vol. 29, Issue 1, pp. 50-77. (2021)

"Geo-spatial Patterns in HPV Vaccination Uptake: Evidence from Uninsured and Publicly Insured Children in North Carolina" with J. Trogdon, ***Cancer, Epidemiology, Biomarkers, and Prevention***, Vol. 24, pp. 595-602. (2015)

"Geo-spatial Patterns in Influenza Vaccination: Evidence from Uninsured and Publicly Insured Children in North Carolina" with J. Trogdon, ***American Journal of Infection Control***, Vol. 43 (3), pp. 234-240. (2015)

WORKING PAPERS

" The Importance of Matching Effects for Labor Productivity: Evidence from Teacher-Student Interactions " with E. Aucejo & J. James – Conditional Accept at ***Review of Economics & Statistics***

"Course Withdrawals and the Path to College Dropout" with P. Arcidiacono and H. Shah

"The Impact of NCLB's Accountability Sanctions on School Performance: Regression Discontinuity Evidence from North Carolina." with J. Vigdor, ***NBER Working Paper 20511***. (Featured: NPR (All Things Considered), NBER Digest Feb. 2015)

"Cracking Under Pressure: The Information Gap and the Sub-optimal Responses of First-Generation College Students to Academic and Financial Pressures"

TECHNICAL REPORTS

"Identifying Cognitive Biases in Selection Boards using a Data-driven Approach" with L. Hartmann, Naval Research Program. (2024)

- "Determinants of Navy Performance Evaluation Records" with L. Hartmann, Naval Research Program. (2023)
- "Performance Evaluation Needs Assessment" with L. Hartmann, Naval Research Program. (2022)
- "Machine Learning in AWF Talent Management: New Approaches to Prediction of Workforce Retention and Promotion" with J. Fan, Acquisition Research Program. (2022)
- "Individualized and Optimal Talent Management of the AWF in Response to COVID-19: Dynamic Programming Approach" with A. Menichini, Acquisition Research Program. (2022)
- "What We Do and Don't Know about Online Platform Rideshare/Delivery Workers in Massachusetts" Pioneer Institute of Public Policy Research. (2022)
- "USMC Mid-Career Reclassification of PMOS Personnel Policy Forecast and Analysis" with MN4106 researchers, USMC Talent Management Oversight Directorate. (2021)
- "Multi-angle Intermittent Test Administrator Analysis" with MN4106 researchers, U.S. Military Entrance Processing Command. (2020)
- "Retention Analysis Modeling for the AWF II" with A. Menichini, Acquisition Research Program. (2020)
- "Retention Analysis Modeling for the AWF" with A. Menichini, Acquisition Research Program. (2019)
- "Longitudinal Retention Analysis for Navy Personnel" with A. Menichini & S. Tick, Naval Research Program. (2019)
- "Retention Analysis Model for Manpower and Personnel Analysis" with J. Arkes, J. Cunha, K. Doerr, & W. Gates, Naval Research Program. (2018)
- "The Problem with Measuring Effects of Delinquent Peers in Education-and How to Get Around It" with J. Trogdon, *The Brookings Institution, Brown Center Chalkboard* (2017) & *The Education Digest* 82(9), 18. (2017)
- "Labor Market Impacts of Paid-Sick-Leave" *Employment Policy Institute Brief*. (2016)
- "Were All Those Standardized Tests for Nothing? The Lessons of NCLB" with J. Vigdor, *American Enterprise Institute Brief*. (2013)
- "Making Teacher Incentives Work: Lessons from NC's Teacher Bonus Program" with J. Vigdor, *American Enterprise Institute Brief*. (2011)
- "Dropout Prevention: Strategies for improving high school graduation rates" with various, *North Carolina Family Impact Seminar Brief*. (2008)
- "Minimum Wages & Job Search: What Do Employment Effects Really Measure?" with P. Arcidiacono, *Employment Policy Institute Brief*. (2004)

GRANTS AND FELLOWSHIPS

- "Identifying Cognitive Biases in Selection Boards Using a Data-Driven Approach" Naval Research Program, with L. Hartmann. (2024) (Co-PI, Total award: \$175,000)
- "Determinants of Navy Performance Evaluation Records" Naval Research Program, with L. Hartmann. (2023) (PI, Total award: \$125,000)
- "Massachusetts Gig Worker Study" Pioneer Institute of Public Policy Research – Research Grant/Publication Agreement. (PI, Total award: \$7,500)
- "Individualized and Optimal Talent Management of the AWF in Response to COVID-19: Dynamic Programming Approach" Acquisition Research Program, with A. Menichini. (2021) (PI, Total award: \$93,420)

“Machine Learning in AWF Talent Management: New Approaches to Prediction of Workforce Retention and Promotion”
Acquisition Research Program, with J. Fan. (2021) (PI, Total award: \$100,456)

“Retention Analysis Modeling for the Acquisition Workforce II” Acquisition Research Program, with A. Menichini. (2020)
(PI, Total award: \$123,174)

“Retention Analysis Modeling for the Acquisition Workforce” Acquisition Research Program, with A. Menichini. (2019)
(PI, Total award: \$96,000)

“Labor Market Impacts of Paid-Sick-Leave” Employment Policy Institute – Research Grant/Publication Agreement. (PI,
Total award: \$12,000)

“SchoolGrades 2.0 Project” Manhattan Institute for Policy Research, with J. Vigdor. (2016) (PI, Total award: \$96,000)

“Accountability Sanctions in North Carolina” American Enterprise Institute for Public Policy – Research
Grant/Publication Agreement, with J. Vigdor. (2009) (Co-PI, Total award: \$36,900)

“The Impact of School Accountability Sanctions: Evidence from North Carolina,” Institute of Education Sciences –
Education Research Grant, with J. Vigdor. (2009) (Co-PI, Total award: \$850,948)

“Does School Accountability Help Disadvantaged Children? Evidence from North Carolina,” Spencer Foundation Research
Grant, with J. Vigdor. (2007) (Co-PI, Total award: \$40,000)

NIDA Post-doctoral Fellowship at Center for Child and Family Policy, Duke University (2007-2009)

EDITORIAL RESPONSIBILITIES

Associate Editor, Economics Bulletin (2018 – present)

PRESENTATIONS

2024: NPS

2023: AEFP

2022: USMC Talent Mgmt. Oversight Directorate, Sam Houston State Univ.

2021: ARP symposium, Naval Research Working Group

2020: ARP symposium (canceled – presentation uploaded)

2019 & Prior: NBER Ed. Prgm. Mtg., Dept. of Ed., Program on Ed. Policy & Governance Conf. – Harvard Kennedy Schl,
Duke Univ., UK – Dept. of Econ., UNC-Greensboro, Wake Forest Univ., Sogang Univ. (Seoul, Korea), UK - Martin Schl of
Public Policy, Lancaster Univ., Univ. College Dublin, Sungkyunkwan Univ. (Seoul, Korea), Naval Postgraduate School, Cal
Poly San Luis Obispo, APPAM, APPAM Intl. Conf. (London, UK), AEA, American Enterprise Institute, Gatton College of
Business & Econ. Faculty Symposium, Cleveland Federal Reserve, Midwest Econometrics Conf., UK-Cleveland Fed.
Reserve Conf. on Ed., INVALSI-APPAM Conf. (Rome, Italy), IWAE (Catanzaro, Italy), ICFES (Bogota, Colombia), AEFP,
SEA, EdVoice Inst. Symposium

REFEREE

American Economics Journal: Applied Economics, American Economics Journal: Economic Policy, American Educational
Research Journal, American Journal of Education, B.E. Journal of Economic Analysis and Policy, Bulletin of Economic
Research, Contemporary Economic Policy, Economics Bulletin, Economic Inquiry, Economics Letters, Economics of
Education Review, Educational Evaluation and Policy Analysis, Education Economics, Education Finance and Policy,
Educational Policy, Evidence & Policy, Health Affairs, European Journal of Health Economics, International Economic
Review, IZA Journal of Labor Economics, Journal of Applied Economics and Policy, Journal of Applied Econometrics,
Journal of Economic Behavior & Organization, Journal of Experimental Education, Journal of Human Capital, Journal of
Human Resources, Journal of Labor Economics, Journal of Policy Analysis and Management, Journal of Political
Economy: Microeconomics, Journal of Public Economics, Journal of Research on Educational Effectiveness, Labour

THESIS ADVISING

Advisor (MS at NPS):

- Retaining Talent: Estimating the Causal Effect of the BRS on Marine Corps Personnel Attrition (J. Thornton 2025)
Pay to Stay: The Impact of the Navy Retention Incentive Payment in the Royal Australian Navy (A. Peach 2025)
Early Attrition w/in 1st6 Mos. in German Mil.: Implications for Recruitment & Personnel Retention (R. Schwandt 2025)
USMC School/Course Choices & Success with TA: An Analysis of Participation and Outcomes 2014-2021 (D. Scott 2025)
Recruiting Civilian Expertise: Developing a Skills-based Hiring Model for Direct Accession into the Military (K. Ng 2024)
Waiving Standards: The Effect of Recruitment Waivers in the Royal Australian Air Force (J. Woodside 2024)
A Comparative Analysis of Ready Relevant Learning in Navy "A" School Ratings (S. Snapp 2024)
Unintended Consequences: An Analysis of the Impact of Increased Time-In-Service Promotion Requirements on NCO Retention and Performance in the USMC (M. Young 2024)
An Analysis of the Effect of the Continuation Pay Bonus on Active-Duty Marine Personnel (C. Martin 2024)
Determinants of Navy Promotions: Identifying and Understanding the Potential Predictors for Promotion within the Navy Medical Service Corps (P. Winston 2024)
Strategic Warfighting Readiness: Evaluating the Navy Reserve Cross-Assignment Program (J. Neal 2023)
Tuition Assistance: Effect of Policy Change on Usage in The Marine Corps (M. Hanlon 2022)
Analysis of Navy Nurse Corps Specialties and Effects of Civilian Market Wages on Retention (M. Looker 2022)
Assessing The Impact of Recognition on The Retention of Royal Australian Air Force Personnel (T. Daniel 2022)
The Effects on Navy Diversity with Removal of Officer Photos from Promotion Selection Boards (J. Peralta 2022)
Analyzing Outcomes & Punishments Awarded at Courts-Martial in USMC for Systemic Differences (S. Otis 2021)
Effects of Homeschool Education on Marine Corps Attrition (J. Oldenkamp 2021)
Impact of Civilian Education on Proficiency, Conduct, and Retention of Enlisted Marines (A. Pincus 2021)
You Recruit Who You Are: The Quality Relationship Between Marine Recruiter and Enlistee (B. Eliason 2021)
Analysis of Promotion Zone Effects on Naval Officers Careers (J. Niven, A. Veilleux 2020)
Evaluation of Machine Learning Applicability for USMC Re-enlistment (G. Terrazas 2020)
Using Machine Learning to Predict Early Service Separation of Technical and Non-technical Sailors (S. Cole 2019)

Co-Advisor (MS at NPS):

- Financial and Labor Market Impacts of a Service Member's PCS on Spouses (S. Lootens 2024)
A Machine Learning Approach for More Efficient Marine Corps Recruiter Prospecting (A. Born 2024)
Clearing for Takeoff: A Comparative Analysis of the Latest Aviation Service Test Battery (E. Campbell 2023)
Telework w/in Navy Shore Cmds: Recommendations from History & Analysis of Literature (K. Bricker 2022)
Improving The Navy's Performance Evaluation System with Successful Practices (M. Faber 2022)
ORB Impact on Officer Retention in Navy Explosive Ordnance Disposal (EOD) Community (D. Marriott 2022)
Increasing the Servicemembers Group Life Insurance (K. Steele 2021)
Prgrm Diff among Commission Source & TBS Training Serve as Pred of Retention for MC (S. Kelly, M. Kilber 2021)
Analysis of O5 Promotion and Retention for Naval URL Officers (M. Pryor, J. Hagen 2020)
Navy Retention: A Cross-comparison of All Navy Med. & SWO Communities (N. Whitfield, C. Alday 2019)
Long-term Impact of Personnel Vacancies in a Multi-crewing Concept: Modeling & Simulation (K. Roeckel 2019)
On Recruiting: A Multivariate Analysis of Marine Corps Recruiters and the Market (D. Sanchez 2018)
The Identification of Gender Bias in the U.S. Military (B. Wolf, L. Siwek 2018)

Ph.D. Committee – Non-NPS (Year – Initial Placement):

- Gray Hunter (2017 – University of Arizona)
Selma Begum (2013 – North South University (Bangladesh))
Nathan Barrett (2011 – LSU)