I am an applied microeconomist working on topics in behavioral, labor, and gender economics. I am primarily interested in questions that address inequalities in society. So far, my research has been relying on controlled laboratory experiments and my main methodological expertise is designing and implementing such experiments with ex-ante statistical simulation and pre-registered analysis plan. But there are a few in-progress works that also exploit field settings and administrative data in my pipeline and I am planning to use these various methodologies to best answer my research questions.

Research during my PhD: I have been studying the behavioral root causes of women's underrepresentation in labor markets. In my job market paper, **"Gender Differences in the Cost of Corrections in Group Work,"** I study women's cost of correcting male colleagues. Whenever we speak up in a group, it can result in correcting our colleagues who have different views and opinions. It may induce their negative feelings when the correctness of the correction is not necessarily clear as in most group work. Yet, it is important to speak up so that we can bring our knowledge and insights to improve group decision-making. It is also important for ourselves because it makes us and our ideas visible to our colleagues. Studies show that women are less likely to speak up in a group than equally knowledgeable men and I am interested in the cost of promoting women to speak up to better design policy interventions. Modifying a speed dating algorithm – where people select their dating partner – for a working partner selection, I show that both men and women are reluctant to work with a person who corrects their actions. Furthermore, men are more reluctant to work with a person who corrects their wrong actions due to their overconfidence.

In another paper, **"Do Competent Women Receive Unfavorable Treatment?,"** I study whether competent women receive unfavorable treatment. This question is relevant because several top female corporate executives consider so. For example, Facebook COO Sheryl Sandberg expresses her view as follows in her well-known book *Lean In: Women, Work, and the Will to Lead*: "If a woman is competent, she does not seem nice enough. If a woman seems really nice, she is considered more nice than competent. Since people want to hire and promote those who are both competent and nice, this creates a huge stumbling block for women." Using IQ tests and a series of dictator games, I show that this view is not necessarily true, at least among Italian university students.

Going forward: My current ongoing research focuses on how to improve immigrants' quality of life. In an ongoing project, **"The Effect of Identity on Labor Market Outcomes,"** I am designing a field intervention to improve newly-arrived immigrants' ethnic and cultural identity where I hold a series of job seminars with a local NGO. I expose immigrants to other already-settled successful immigrants with the same ethnic and cultural origin. I measure their identity improvements by the Implicit Association Test and labor market outcomes by the types of jobs they have applied for and been accepted.

Finally, in another ongoing project, **"The Effect of Cognitive Scarcity on Polarization,"** I test a hypothesis that people's cognitive scarcity is one reason for the recent rise in supports for anti-immigrant policies. Compared to several decades ago, we have many things to do in our minds and could not allocate cognitive resources to policy issues. This is especially true for low-income people – the main supporters of such anti-immigrant policies – who have to worry about their everyday and future income and life. I am testing this hypothesis using the European Social Survey, a controlled laboratory experiment, and text analysis.

I am continuing these two lines of research – women's underrepresentation in labor markets and immigrants' quality of life – as well as any other issues related to inequalities in society using both experimental and empirical methods. I am also eager to adopt new methodologies that best answer my research questions.