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Appointments

2014 - Present **University of California San Diego**
Assistant Professor of Management, School of Global Policy and Strategy
La Jolla, CA

Education

2009 - 2014 **PhD, Strategic Management**
University of Toronto, Rotman School of Management
Dissertation: "The Organization of Online Outsourcing:
Observational and Field Experimental Studies."

2005-2009 **Bachelor of Arts, Economics**
University of Toronto
with Honors, Silver Medal

Journal Articles

1. "Who Does (not) Benefit from Entrepreneurship Programs?" (with Laurina Zhang). *Strategic Management Journal*, forthcoming.
2. "Team Production in International Labor Markets: Experimental Evidence from the Field." *American Economic Journal: Applied Economics*, vol 9, no 3, 2017.
3. "The Impact of Entrepreneurship Programs on Minorities" (with Laurina Zhang). *American Economic Review: Papers and Proceedings*, May, 2017.
4. "Does Standardized Information in Online Markets Disproportionately Benefit Job Applicants from Less Developed Countries?" (with Ajay Agrawal and Nico Lacetera). *Journal of International Economics*, 2016, vol. 203, 1-12.

Working Papers

1. "A Time to Make Laws and a Time to Fundraise? On the Relation between Salaries and Time Use for State Politicians" (with Mitchell Hoffman). NBER Working Paper w22571.
2. "The Impact of Job-Specific Training on Short-Term Worker Performance: Evidence from a Field Experiment."
3. "Monitoring A, While Hoping for A & B: Field Experimental Evidence on Multidimensional Task Monitoring" (with Nathaniel Jensen, Eddy Chebelyon, Ronan Le Bras & Carla Gomes).

4. “Can Innovators be Created? Field Experimental Evidence from an Innovation Contest” (with Joshua Graff Zivin).
5. “Do Higher Salaries Lead to Higher Performance? Evidence from State Legislators and Governors” (with Mitchell Hoffman).

Book Chapters

1. “Digitization and the Contract Labor Market: A Research Agenda” (with Ajay Agrawal, John Horton and Nicola Lacetera). In Goldfarb, A., Greenstein, S. & Tucker, C (Eds) *Economics of Digitization: An Agenda*, 2015. National Bureau of Economic Research.

Work in Progress

1. “How Organizational Design Affects Fairness and Efficiency in Bargaining” (with Tanjim Hossain and Aloysius Siow).
2. “Research as Leisure: Experimental Evidence on Voluntary Contributions to Science” (with Laurina Zhang).
3. “Temperature, Creativity, and Collaboration: Evidence from Computer Science Students in India” (with Teevrat Garg & Maulik Jagnani).

Grants & Awards

2017

Policy Design & Evaluation Lab ICT Grant

2016

Kauffman Junior Faculty Fellowship in Entrepreneurship Research
NBER Innovation Policy Research Grant (with Laurina Zhang)
Kauffman Foundation Grant (with Josh Graff Zivin)

2015

2015 Hartle Award for outstanding graduate scholarship on a policy-relevant topic
UCSD Academic Senate Research Award

2014

Center for Emerging & Pacific Economies, Unrestricted Research Grant

Invited Academic Presentations & Discussions

2017

American Economic Association Annual Meeting, “Creating Entrepreneurs” Session Paper
National Bureau of Economic Research Economics of Digitization meeting (Discussant)
Pacific Conference for Development Economics
5th AIEA-NBER Conference on Innovation and Entrepreneurship

- 2016
- UC San Diego Innovation, Technology and Operations Seminar
 - Harvard Business School Workshop on Innovation in a Global Economy
 - Innovation Growth Lab Global Conference: Research Meeting
 - New York University Stern Economics of Strategy Workshop
 - 4th International Conference on Computational Sustainability
 - 76th Annual Meeting of the Academy of Management
 - Advances in Field Experiments Conference, University of Chicago
 - Watson Institute Workshop on “The Platform Economy & Social Protection: from Speculation to Specification”, Brown University
- 2015
- DRUID15 Conference on The Relevance of Innovation
(Presenter and Discussant)
 - Academic Workshop on Mobile Pastoralism, Index Insurance and Policy Innovations
 - Policy Workshop on Developing Policy Innovations for the Pastoralist Rangelands through Cross-Sector Partnerships (Panelist on Emerging Innovations using ICT)
 - New Approaches for the Promotion of Innovation, Science and Technology: Bridging Japan and San Diego
(Panelist on Science Policy and the Promotion of Innovation)
- 2014
- London Business School
 - Olin Business School, Washington University in St. Louis
 - Harvard Business School, Strategy
 - National Bureau of Economic Research Summer Institute: Law & Economics Meeting
(Presented by Mitch Hoffman)
- 2013
- CCC Colloquium for Doctoral Student Research
 - National Bureau of Economic Research’s Economics of Digitization: An Agenda Conference
Presented by Ajay Agrawal
 - 35th DRUID Celebration Conference
 - Fourth Annual Conference on Internet Search and Innovation,
Northwestern University (discussant)
 - SWEAT Seminar, Department of Economics, University of Toronto
 - CEPA Seminar, Department of Economics, University of Toronto
 - 13th Annual Roundtable for Engineering Entrepreneurship Research., Georgia Tech
 - Marshall School of Business, University of Southern California
 - Carey Business School, Johns Hopkins University
 - Dyson School of Applied Economics and Management, Cornell University
- 2012
- National Bureau of Economic Research Summer Institute: Development and Productivity Meeting, Presented by Nicola Lacetera
 - National Bureau of Economic Research’s Economics of Digitization: An Agenda Pre-Conference, Presented by Ajay Agrawal
- 2011
- Rotman School of Management, Strategy 2011-2012 Seminar Series

Teaching

2016 - 2017 Organizations; International Management; Innovation & Industry Dynamics

2015 - 2016 Organizations; International Management

2014 - 2015 Organizations; International Management

2013-2014 Creative Destruction Lab Course

Journal Referee

American Economic Review; AEJ: Applied Economics; Management Science; Journal of Economics & Management Strategy; Academy of Management; Strategic Management Journal; Research Policy; Organization Science; Information Systems Research

Non-Academic Positions

2013-2014 Associate Director, Creative Destruction Lab at Rotman
University of Toronto