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PROFESSIONAL EXPERIENCE

Current Positions:

Associate Professor (with tenure), National University of Singapore, Department of Economics, 2015 – present

Dean's Chair, Faculty of Arts and Social Sciences, NUS, 2019 – 2022

Research Fellow, Institute for the Study of Labor, March 2016 – present

Previous Positions:

Assistant Dean, Undergraduate Studies, National University of Singapore, June 2016 – May 2018

Assistant Professor, National University of Singapore, Department of Economics, 2010 – 2015

Visiting Associate Research Scholar, Princeton University, IR Section, July 2014 – June 2015

Research Consultant, Ministry of Trade and Industry, Singapore, April 2011 – May 2014

EDUCATION

Ph.D. in Economics, University of Chicago, Booth School of Business, 2005 – 2010

MBA, University of Chicago, Booth School of Business, 2010

B.A. in Economics, University of Chicago, 2002 – 2005

RESEARCH INTERESTS

Labor Economics, Economics of Education, Immigration, Gender

PUBLICATIONS

1. Age of Decision – Pension Savings Withdrawal and Consumption and Debt Responses (joint with Sumit Agarwal and Wenlan Qian), *Management Science*, forthcoming.
2. Gender Gap under Pressure: Evidence from China's National College Entrance Examination (joint with Cai Xiqian, Lu Yi, and Zhong Songfa), *Review of Economics and Statistics*, forthcoming.
3. When Time Binds: Substitutes for Household Production, Returns to Working Long Hours, and the Skilled Gender Wage Gap (joint with Patricia Cortes), *Journal of Labor Economics*, 2019, 37(2): 351-398.
4. Occupation and Gender (joint with Patricia Cortes), Handbook on the Economics of Women, eds. Susan L. Averett, Laura M. Argys and Saul D. Hoffman, New York: Oxford University Press, Forthcoming, 2018
5. "Cross-Country Evidence on the Relationship Between Overwork and Skilled Women's Job Choices" (joint with Patricia Cortes), *American Economic Review: Papers & Proceedings*, 2017, 107(5): 105-109.

6. “Beauty, Weight, and Skin Color in the Charitable Market” (joint with Christina Jenq and Walter Theseira), *Journal of Economic Behavior and Organization*, 2015, 119: 234-253.
7. “Relative Quality of Foreign Nurses in the United States” (joint with Patricia Cortes), *Journal of Human Resources*, 2015, 50(4): 1009-1050.
8. “Immigration and Occupational Choice: The Case of Nurses in the United States” (joint with Patricia Cortes), *CESifo Economic Studies (Special Issue on Migration)*, 2015, 61(3-4): 797-823.
9. “The Composition Effect of Consumption around Retirement: Evidence from Singapore” (joint with Sumit Agarwal and Wenlan Qian), *American Economic Review: Papers & Proceedings*, 2015, 105(5): 426-431.
10. “Gender Identity and Relative Income within Households” (joint with Marianne Bertrand and Emir Kamenica), *Quarterly Journal of Economics*, 2015, 130(2): 571-614.
11. “Gender Segregation in Occupations: The Role of Tipping and Social Interactions,” *Journal of Labor Economics*, 2015, 33(2): 365-408.
(H. Gregg Lewis Prize for the Best Paper in the Journal of Labor Economics 2015-2016)
12. “Performance Pay, Competitiveness, and the Gender Wage Gap: Evidence from the United States” (joint with Andrew McGee and Peter McGee), *Economics Letters*, 2015, 128: 35-38.
13. “Foreign Nurse Importation and Native Nurse Displacement” (joint with Patricia Cortes), *Journal of Health Economics*, 2014, 37: 164-180.
14. “Outsourcing Household Production: Demand for Foreign Domestic Helpers and Native Labor Supply in Hong Kong” (joint with Patricia Cortes), *Journal of Labor Economics*, 2013, 31(2): 327-371.
15. “The Trouble with Boys: Social Influences and the Gender Gap in Disruptive Behavior” (joint with Marianne Bertrand), *American Economic Journal: Applied Economics*, 2013, 5(1): 32-64.

WORKING PAPERS

1. Social Norms, Labor Market Opportunities and the Marriage Gap for Skilled Women (joint with Marianne Bertrand, Patricia Cortes, and Claudia Olivetti), revise and resubmit at *Review of Economic Studies*
2. The Effects of Sexism on American Women: The Role of Norms vs. Discrimination (joint with Kerwin Charles and Jonathan Guryan)
3. The Mommy Effect: Do Women Anticipate the Employment Effects of Motherhood? (joint with Ilyana Kuziemko, Jenny Shen, and Ebonya Washington)
4. Prevalence of Long Hours and Skilled Women’s Occupational Choices (joint with Patricia Cortes)
5. Are Employers Susceptible to Coarse Thinking? Implications for Wage Determination and Returns to Signaling (joint with Dominic Soon and Wei-Kang Wong)

OLDER WORKING PAPERS

Labor Supply Decisions of Singaporean Cab Drivers (joint with Sumit Agarwal, Mi Diao, and Tien Foo Sing)

WORK IN PROGRESS

Children and the Remaining Gender Gaps in the Labor Market (joint with Patricia Cortes), in preparation for the *Journal of Economic Literature*

Gender Differences in Job Search and the Earnings Gap: Evidence from Business Majors (joint with Patricia Cortes, Laura Pilossoph, and Basit Zafar)

Information Provision and Gender Differences in Negotiation: Evidence from Business Majors (joint with Patricia Cortes and Basit Zafar)

Reaching for the Top: Gender Differences in the Labor Market and Household Outcomes of Top Talent in Sweden and the United States (joint with Patricia Cortes and Anna Sjogren)

POLICY PAPERS/REPORTS

“Gender, Occupational Segregation, and Automation” (joint with Patricia Cortes), Framing Paper prepared for the Brookings Institute Future of the Middle-Class Initiative, 2019.

TEACHING EXPERIENCE

Labor Economics (Undergraduate/Graduate)
Singapore Economy: Practice and Policy
Quantitative Methods for Economic Analysis
Junior Independent Workshop (Princeton)

SERVICE

Deputy Head (Research), NUS Economics Department, August 2019 – present
Assistant Dean, Undergraduate Studies, June 2016 – present
Chair of Junior Recruiting (Semester 2, 2015/2016)

AWARDS/HONORS

AER Excellence in Refereeing Award, 2018
H. Gregg Lewis Prize for Best Paper in the Journal of Labor Economics, 2015-2016
Award for Promising Researcher, AY2014-2015
NUS Writing Fellowship, Semester 1 AY2014-2015
Faculty of Arts and Social Science (FASS) Excellent Teacher Award, AY2011-2012
Outstanding TA Award (awarded to the top TA for Chicago Booth AXP-10 cohort), 2011
Sanford J. Grossman in honor of Arnold Zellner Dissertation Fellowship, 2009-2010
University of Chicago, Graduate School of Business Fellowship, 2005-2009
Phi Beta Kappa, 2005

RESEARCH GRANTS

- 2018 – 2020 Co-I, National Science Foundation Grant, US\$374,999. “Gender Differences in Negotiation and Job Search: Evidence from Business Majors” (joint with Basit Zafar and Patricia Cortes).
- 2018 – 2020 PI, Ministry of Education Tier 1 Grant, SGD \$74,248. “Gender Differences in Negotiation and Job Search: Evidence from Business Majors.”
- 2015 – 2018 Co-PI, JY Pillay Comparative Asia Research Centre Grant, SGD \$200,000. “Effect of Preschool Subsidies on Preschool Choice and Children’s Outcomes” (joint with John Ham and Walter Theseira).
- 2013 – 2016 PI, JY Pillay Comparative Asia Research Centre Grant, SGD \$60,000. “Relative Earnings, Social Norms, Workplace Demands and the Asian Marriage Flight.”
- 2010 – 2013 NUS Start-up Grant, SGD \$60,000

PROFESSIONAL ACTIVITIES

Associate Editor, *Journal of the European Economic Association*, 2018 – present

Secretary, Asian and Australasian Society of Labor Economics (2019 – present)
Asia Regional Standing Committee Member, Econometric Society (2019-2022)

Chair of Local Organizing Committee, AASLE Singapore Conference, 2019
Scientific Committee Member, Asia and Australasian Society of Labor Economics (AASLE), 2017, 2018
Co-organizer, 10th Asian Conference on Microeconomics and Econometrics, August 2017
Program Committee Member, Asian Econometric Society Meetings, August 2016
Local Program Committee Member, ABFER 4th Annual Conference, May 2016
Local Program Committee Member, Asian Econometric Society Meetings, August 2013
Co-organizer, Singapore Conference on the Use of Admin Data for Public Policy, August 2012

Referee for: American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, American Economic Review, AER-Insights, Asia Pacific Journal of Social Work and Development, Asian Population Studies, B.E. Journal of Economic Analysis & Policy, Canadian Journal of Economics, Demography, *Economica*, Economic Journal, Economics of Education Review, Education Economics, Economic Inquiry, European Economic Review, Industrial and Labor Relations Review, Journal of Asian Economics, Journal of Development Economics, Journal of Economic Behavior and Organization, Journal of the European Economic Association, Journal of Globalization and Development, Journal of Human Resources, Journal of Labor Economics, Journal of Political Economy, Journal of Public Economics, Journal of Urban Economics, Labour Economics, *LABOUR*, Management Science, Quantitative Economics, Quarterly Journal of Economics, Review of Economics and Statistics, Review of Economic Studies, Singapore Economic Review, Social Science Research, Southern Economic Journal

Grant/Proposal Reviewer for: National Science Foundation; Research Award for Junior Research Investigators, Academia Sinica, Taiwan; Canadian Social Sciences and Humanities Research Council (SSHRC), Oxford University Press

ACADEMIC VISITS

Visiting Scholar, Becker-Friedman Institute, University of Chicago (Oct 2018)

Research Fellow, Women and Public Policy Program (WAPPP), Harvard Kennedy School (Oct 2018)
Visiting Associate Research Scholar, Princeton Industrial Relations Section (August 2014 – June 2015)
Visiting Scholar, Cornell Industrial and Labor Relations (August 2011)
Visiting Scholar, MIT (Spring 2008)

INVITED TALKS

Invited Speaker, Gruen Public Lecture, Australian National University, November 2019
Invited Speaker, Asian and Australasian Society of Labour Economics, Seoul, December 2018
Keynote Lecture, Labour Econometric Workshop, University of Sydney, August 2018

CONFERENCE AND SEMINAR PRESENTATIONS

2019 – 2020 University of Tokyo, (scheduled) Singapore Management University, Australian National University, University Technology Sydney, AEA Meetings (San Diego), Sciences Po, Paris School of Economics, Chicago Booth

2018 – 2019 INSEAD, Harvard Kennedy School, University of Chicago Harris School of Public Policy, Pantheon-Sorbonne University Workshop, INSEAD Gender Research Lab Meeting, University College London, Oxford University, Yale University, “Gender Equality, Couple Equity: The Road Ahead” Conference (University College London)

2017 – 2018 Cornell University, 10th Asian Conference on Applied Micro and Econometrics (NUS), National University of Singapore, Aarhus University, AASLE (Canberra), GRIPS, Yale-NUS, UCLA Anderson

2015 – 2016 Fudan University, AEA Meetings (San Francisco, CA), Chinese University of Hong Kong, Chicago Booth, Northwestern Workshop on Global Inequality

2014 – 2015 National University of Singapore, Trans-Pacific Labor Seminar (Sydney), University of Melbourne, McMaster University, University of Maryland, Princeton, Northwestern, University of Nebraska-Lincoln, SOLE/EALE (Montreal), Hitotsubashi Summer Institute on Labor Economics

2013 – 2014 Columbia University, Federal Reserve Bank of New York, University of Tokyo, Asian Meeting of the Econometric Society, National University of Singapore, Hong Kong University of Science and Technology

2012 – 2013 National University of Singapore, UTCC School of Economics, Society of Labor Economists Meetings (Chicago), Tinbergen Institute, Asian Conference on Applied Micro and Econometrics (Sogang University), Academia Sinica, National Taiwan University

2011 – 2012 AEA Meetings (Denver, CO), 3rd Asia Joint Workshop in Economics (Academia Sinica), European Society of Population Economics Conference (ESPE), NBER Summer Institute (Children’s Program), Singapore Management University, NUS Business School, International Symposium on the Economics of Education (Chinese University of Hong Kong)

2010 – 2001 University of Chicago, Cornell ILR, Nanyang Technological University, National University of Singapore, Carnegie-Mellon University (Heinz College), Economic and Social Research Network Seminar (Singapore)

INVITED DISCUSSIONS

2016 – 2017 Uppsala Conference on Gender and Labor Markets
2015 – 2016 AEA annual meeting (session on Economic Development and Culture)
2013 – 2014 Yrjo Jahansson Foundation Conference
2011 – 2012 AEA annual meeting (session on Immigration)

MEDIA COVERAGE

The Economist, Chronicle of Higher Education, Telegraph, Guardian, Le Monde, Forbes, Slate, Businessweek, Financial Times, Huffington Post, Bloomberg, The Atlantic, Wall Street Journal, New York Times, Business Insider, PS Magazine, Washington Post, Quartz, Boston Globe

POPULAR WRITINGS

“Why More Women in East Asia are Not Marrying,” *The Straits Times*, April 2018.

“When Social Norms and Women’s Opportunities Interact: Effects on Women’s Marriage Prospects by Education,” with Marianne Bertrand, Patricia Cortes, and Claudia Olivetti, *VoxEU.org*, June 2016.

“Economic Consequences of Gender Identity,” with Marianne Bertrand and Emir Kamenica, *VoxEU.org*, April 2015.

“The Puzzling Behavior of Singaporeans at 55,” with Sumit Agarwal and Wenlan Qian, *The Straits Times*, September 2014.

“The Rise and Rise of Women in Higher Education,” *The Straits Times*, March 2013.