

Zoë B. Cullen

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EMPLOYMENT

- 2018- Assistant Professor, Harvard Business School
- 2018-19 Research Consultant, Microsoft Research Labs New England
- 2016-18 Chief Economist, South East Asian Bank¹
- 2006-09 Analyst, RAND Corporation

ACADEMIC AFFILIATIONS

- 2021- NBER Research Affiliate, Labor Studies
- 2020- Associate Editor at the Journal of Political Economy

EDUCATION

Ph.D. in Economics, Stanford University, 2016

B.A. in Economics, Yale University, 2006

WORKING PAPERS

What's My Employee Worth? The Effects of Salary Benchmarking (with Shengwu Li and Ricardo Perez-Truglia) August 2022

Equilibrium Effects of Pay Transparency (with Bobak Pakzad-Hurson) NBER Working Paper Series, No. 28903, June 2021, Revise and Resubmit at *Econometrica*

Increasing Demand for Workers with a Criminal Background (with Will Dobbie and Mitch Hoffman) Working Paper 2020, Forthcoming at *The Quarterly Journal of Economics*

The Old Boy's Club: Schmoozing and the Gender Gap (with Ricardo Perez-Truglia), NBER Working Paper Series, No. 26530, June 2021, Resubmitted at the *American Economic Review*

¹ The identity of this bank has been concealed to honor research collaboration terms.

The Salary Taboo: Privacy Norms and the Diffusion of Information (with Ricardo Perez-Truglia) NBER Working Paper Series, No. 25145, October 2018, Revise and Resubmit at the *Journal of Public Economics*

The Targeting and Impact of Paycheck Protection Program Loans to Small Businesses.(with Alex Bartik, Zoë B. Cullen, Edward L. Glaeser, Michael Luca, Christopher Stanton, and Adi Sunderam) Harvard Business School Working Paper, No. 21-021, August 2020, Revise and Resubmit at the *Review of Economics and Statistics*

What Jobs Are Being Done at Home During the COVID-19 Crisis? Evidence from Firm-Level Surveys. (with Alex Bartik, Edward L. Glaeser, Michael Luca, and Christopher Stanton. Harvard Business School Working Paper, No. 20-138, June 2020.

PUBLICATIONS (Peer Reviewed)

How Much Does Your Boss Make? The Effects of Salary Comparisons (with Ricardo Perez-Truglia) *Journal of Political Economy* (2022) Vol. 130 (3), pp. 766–822

Business Reopening Decisions and Demand Forecasts During the COVID-19 Pandemic. (with Dylan, Balla-Elliott, Edward L. Glaeser, Michael Luca, and Christopher Stanton) *Journal of Policy Analysis and Management* (2021) 41, no. 1

Outsourcing Tasks Online: Matching Supply and Demand on Internet Platforms (with Chiara Farronato), *Management Science* (July 2021) 67, no. 7

The Impact of COVID-19 on Small Business Outcomes and Expectations (with Bartik, Alexander, Marianne Bertrand, Edward L. Glaeser, Michael Luca, and Christopher Stanton), *Proceedings of the National Academy of Sciences* 117, no. 30 (July 28, 2020)

PUBLICATIONS (Non-Peer Reviewed)

A Close Shave at Squire (with Bussgang, Jeffrey J., William R. Kerr, Benjamin N. Roth, Michael Norris) Harvard Business School Case 821-073, July 2021.

How Has COVID-19 Affected Health Insurance Offered by Small Businesses in the U.S.? Early Evidence from a Survey (with Dafny, Leemore S., Yin Wei Soon, Christopher T. Stanton) *New England Journal of Medicine* (August 14, 2020).

WORK IN PROGRESS

What's My Pay Gap? The Effects of Learning Pay Equity (with Ricardo Perez-Truglia)

SCHOLARSHIPS, HONORS AND AWARDS

2021 Excellence in Refereeing Award, AER: Insights
2019 Exemplary Applied Modeling Paper EC'19
2015-16 CCSRE Fellow (Stanford University)

2013-14 E2A Research Challenge, UC Berkeley CEQA
2008-09 Bradley Foundation Fellowship
2005-08 Humanities in Medicine Program, Mount Sinai, New York
2006 Rhodes Finalist
2005-06 Phi Beta Kappa

SPEAKING INVITATIONS

2021-2022 (scheduled/ planned for post-maternity leave) Berkeley (Econ), Michigan (Econ), Columbia (Econ), Harvard (Law & Econ), Boston University (Econ), Northwestern (Kellogg), Carnegie Mellon (Heinz College and Tepper School), University of Pittsburgh (Econ), Texas A&M (Meer Workshop), Uber, Chicago Booth Applied Economics Workshop, Chicago-Berkeley Behavioral Economics Workshop, MIT (Applied Economics Seminar), Erasmus University (Micro Seminar Series), Bocconi University (AXA Research Lab), Università Cattolica

2020-2021 MIT IDE, Tufts, Copenhagen, American Enterprise Institute, Cornell Finance, Cornell Economics, Georgetown, World Bank, University of Zurich, Bergen FAIR Institute, Advanced Field Experiments, Baylor, NBER Labor (Spring), Society of Labor Economics, Yale Cowles Conference on Labor and Public Economics, NBER Summer Institute (Personnel)

2019-2020 MIT Sloan IWER, INSEAD, Columbia Business School, San Diego ECBE, Advanced Field Experiments Conference, Field Days Conference, EAYE Workshop Paris School of Economics, ASSA Meetings, Tel Aviv University, Ben Gurion University, NSL-E Workshop Princeton, NBER Organizations, SOLE

2018-2019 Harvard (Econ), Dartmouth (Econ), MIT Sloan, NBER Labor, Berkley Haas (Oliver Williamson Seminar), UCLA Anderson, Brown (Econ), Einaudi Institute, Advanced Field Experiments Conference, ASSA Meetings, Kansas University

PEER REVIEW ACTIVITIES

Econometrica, American Economic Review, Journal of Political Economy, Review of Economic Studies, Quarterly Journal of Economics, AEJ: Applied Economics, Economic Journal, Journal of European Economic Association, Journal of Labor Economics, Journal of Public Economics, Economica, European Economic Review, Management Science,

PROGRAM COMMITTIIES

NBER Summer Institute (2022) Labor Studies, Mechanism Design For Social Good (MS4G), Equity and Access in Algorithms, Mechanisms and Optimization (EAAMO), Society for Institutional and Organizational Economics (SIOE), National Association of Business Economics (NABE)