

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

EDITORIAL ROLE

- 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

How Much Does Your Boss Make? The Effects of Salary Comparisons (with Ricardo Perez-Truglia) NBER Working Paper Series, No. 24841, 2018 Revising for Resubmission @ Journal of Political Economy

Equilibrium Effects of Pay Transparency in a Simple Labor Market (with Bobak Pakzad-Hurson) Working Paper 2020, Rejected and Resubmitted @ Econometrica

The Old Boy's Club: Schmoozing and the Gender Gap NBER Working Paper Series, No. 26530, 2020 (with Ricardo Perez-Truglia)

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

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

Gender Segregation in the Workplace (with Bo Cowgill, Anh Nguyen and Ricardo Perez-Truglia) Working Paper 2020

Labor Demand for Workers with a Criminal Conviction & the Design of Background Check Alternatives (with Will Dobbie and Mitch Hoffman) Working Paper 2020

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.

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.

Business Reopening Decisions and Demand Forecasts During the COVID-19 Pandemic. (with Dylan, Balla-Elliott, Edward L. Glaeser, Michael Luca, and Christopher Stanton) Revising for Resubmission @ Journal of Policy Analysis and Management

PUBLICATIONS

Outsourcing Tasks Online: Matching Supply and Demand on Internet Platforms (with Chiara Farronato), Management Science (forthcoming)

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)

WORK IN PROGRESS

Hitting the Benchmark: Information Frictions, Pay, and Pay Equity (with Ricardo Perez-Truglia)

CASES IN PROGRESS

Pay Transparency Case (with Ricardo Perez-Truglia)

Alternatives to the Background Check Case (with Chris Stanton and Mitch Weiss)

SCHOLARSHIPS, HONORS AND AWARDS

2019 Exemplary Applied Modeling Paper EC'19
2015-16 CCSRE Fellow (Stanford University)
2013-14 E2A Research Challenge, UC Berkeley CEGA
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

2020-2021 (scheduled) MIT IDE, Tufts, Copenhagen, American Enterprise Institute, Cornell Finance, Cornell Economics, Georgetown, World Bank, University of Zurich, Bergen FAIR Institute, Advanced Field Experiments, Baylor

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, Yale Cowles Conference on Labor and Public Economics, 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