

ANANT NYSHADHAM

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Employment / Affiliations:

Buzz and Judy Newton Faculty Fellow (2022-present)
Associate Professor (with tenure), University of Michigan, Ross School of Business (2022-present)
Research Associate, National Bureau of Economic Research (2022-present)
Affiliate, Abdul Latif Jameel Poverty Action Lab, MIT (2021-present)
Affiliate, Bureau for Research and Economic Analysis of Development (2021-present)
Visiting Scholar, Harvard Business School (2023-2024)
Arnold M. & Linda T. Jacob Faculty Fellow (2020-2021)
Faculty Research Fellow, National Bureau of Economic Research (2017-2022)
Co-Founder and Chief Strategy Officer, Good Business Lab (2017-present)
Research Affiliate, International Growth Centre (2016- present)
Assistant Professor, University of Michigan, Ross School of Business (2019-2022)
Assistant Professor, Boston College, Department of Economics (2015- 2019)
Assistant Professor, University of Southern California, Department of Economics (2012-2015)

Education:

Ph.D., Economics, Yale University, May 2012
B.Sc., Economics, Wharton School, University of Pennsylvania, May 2006

Revision Requested/Under Review:

“How Do You Identify a Good Manager?” (with Ben Weidmann, Joseph Vecci, Farah Said, Sonia Bhalotra, Achyuta Adhvaryu, Jorge Tamayo, and David Deming) [*revision requested from **Quarterly Journal of Economics***]

“Spatial Mobility, Economic Opportunity, and Crime” (with Gaurav Khanna, Carlos Medina, Daniel Ramos, Jorge Tamayo, and Audrey Tiew) [*revision requested from **American Economic Review***]

“Organizational Responses to Product Cycles: Evidence from Auto Manufacturing” (with Achyuta Adhvaryu, Vittorio Bassi, Jorge Tamayo and Nicolas Torres) [*revision requested from **Journal of Political Economy***]

“An Anatomy of Performance Monitoring” (with Achyuta Adhvaryu and Jorge Tamayo) [*3rd round revision resubmitted to **Journal of Political Economy***]

“*Sotto Voce: The Impacts of Technology to Enhance Worker Voice*” (with Achyuta Adhvaryu, Smit Gade, and Teresa Molina) [*revision resubmitted to Economic Journal*]

“On the Allocation and Impacts of Managerial Training” (with Achyuta Adhvaryu and Emir Murathanoglu) [*under review*]

“Rapport in Organizations: Evidence from Fast Food” (with Achyuta Adhvaryu, Parker Howell, and Jorge Tamayo) [*under review*]

“Learning and Selection in the Sorting of Households Across Sectors” (with Jean-Francois Gauthier and Teresa Molina) [*under review*]

Accepted/Forthcoming:

“No Line Left Behind: Assortative Matching Inside the Firm” forthcoming at *Review of Economics and Statistics* (with Achyuta Adhvaryu, Vittorio Bassi, and Jorge Tamayo)

“Absenteeism, Productivity, and Relational Contracts Inside the Firm” forthcoming at *Journal of the European Economic Association* (with Achyuta Adhvaryu, Jean-Francois Gauthier, and Jorge Tamayo)

“Dust and Death: Evidence from the West African Harmattan,” forthcoming at *Economic Journal* (with Achyuta Adhvaryu, Prashant Bharadwaj, James Fenske, and Richard Stanley)

“Fetal Origins of Mental Health: evidence from Africa” forthcoming at *Economic Development and Cultural Change* (with Achyuta Adhvaryu, James Fenske, and Namrata Kala)

Publications:

“Helping Children Catch Up: Early Life Shocks and the *Progesa* Experiment” *The Economic Journal*, 134(657):1-22, December 2023 (with Achyuta Adhvaryu, Teresa Molina, and Jorge Tamayo) **2024 Royal Economic Society Prize**

“Hostel Takeover: Living Conditions, Reference Dependence, and the Well-being of Migrant Workers” *Journal of Public Economics* 226, October 2023 (with Achyuta Adhvaryu and Huayu Xu)

“The Health Costs of Dirty Energy: Evidence from the Capacity Market in Colombia” *Journal of Development Economics* 164, September 2023, 103116 (with Achyuta Adhvaryu, Teresa Molina, Jorge Tamayo, and Nicolas Torres)

“Formal Employment and Organized Crime: Regression Discontinuity Evidence from Colombia” *The Economic Journal* 133(654): 2427-2448, August 2023 (with Gaurav Khanna, Carlos Medina, and Jorge Tamayo)

“Returns to On-the-job Soft Skills Training” *Journal of Political Economy* 131(8):2165-2208, August 2023 (with Achyuta Adhvaryu and Namrata Kala)

“Managerial Quality and Productivity Dynamics,” *Review of Economic Studies* 90(4): 1569-1607, July 2023 (with Achyuta Adhvaryu and Jorge Tamayo)

“Expectations, Wage Hikes, and Worker Voice: Evidence from a Field Experiment,” *Economic Journal* 132(645): 1978-1993, July 2022 (with Achyuta Adhvaryu and Teresa Molina)

“Management and Shocks to Worker Productivity,” *Journal of Political Economy*, 130(1):1-47, January 2022 (with Achyuta Adhvaryu and Namrata Kala) **lead article**

“(Mis)information and Anxiety: Evidence from a Randomized Covid-19 Information Campaign,” *Journal of Development Economics*, 152 September 2021, 102699, (with D Sadish and Achyuta Adhvaryu)

“Job Loss, Credit and Crime in Colombia,” *American Economic Review Insights*, 3(1): 97-114, March 2021 (with Gaurav Khanna, Carlos Medina, Christian Posso, and Jorge Tamayo)

“Resources, Conflict, and Economic Development in Africa,” *Journal of Development Economics*, 149, March 2021, 102598 (with Achyuta Adhvaryu, James Fenske, and Gaurav Khanna)

“The Light and the Heat: Productivity Co-benefits of Energy-saving Technology,” *Review of Economics and Statistics*, 102(4): 779-792, October 2020 (with Achyuta Adhvaryu and Namrata Kala)

“When It Rains It Pours: The Long-run Economic Impacts of Salt Iodization in the United States,” *Review of Economics and Statistics*, 102(2): 395-407, May 2020 (with Achyuta Adhvaryu, Steven Bednar, Teresa Molina, and Quynh Nguyen)

“Booms, Busts, and Household Enterprise: Evidence from Coffee Farmers in Tanzania,” *World Bank Economic Review*, December 2019 (with Achyuta Adhvaryu and Namrata Kala)

“Early Life Circumstance and Adult Mental Health,” *Journal of Political Economy*, 127(4): 1516-1549, August 2019 (with Achyuta Adhvaru and James Fenske)

“Health, Enterprise, and Labor Complementarity in the Household,” *Journal of Development Economics*, 126(3): 91-111, May 2017 (with Achyuta Adhvaryu)

“Endowments at Birth and Parents’ Investments in Children,” *Economic Journal*, 126(593): 781-820, June 2016 (with Achyuta Adhvaryu)

“Returns to Treatment in the Formal Health Care Sector,” *American Economic Journal: Economic Policy* 7(3): 29-57, August 2015 (with Achyuta Adhvaryu)

“Schooling, Child Labor and the Returns to Healthcare in Tanzania,” *Journal of Human Resources* 47(2): 364-396, March 2012 (with Achyuta Adhvaryu)

Working Papers:

“Optimal Employment Contracts with Psychometric Screening and AI Prediction” (with Achyuta Adhvaryu, Jean-Francois Gauthier, and Jorge Tamayo)

“Model Selection for Optimal Screening with AI in Hiring” (with Achyuta Adhvaryu, Jean-Francois Gauthier, and Jorge Tamayo)

“Diagnosing Quality: Learning, Amenities, and the Demand for Health Care” (with Achyuta Adhvaryu, Emilio Gutierrez, and Jorge Tamayo)

“Learning about Comparative Advantage in Entrepreneurship: Evidence from Thailand”

“Describing the Marginal Student: Merit-Based Tuition Subsidies Revisited”

Works in Progress:

“AI-Directed Job Search among Frontline Service Workers: Experimental Evidence” (with Achyuta Adhvaryu, Jean-Francois Gauthier, Parker Howell, and Jorge Tamayo)

“AI-Based Screening and Targeted Training to Alleviate Barriers to Female Advancement in the Workplace (with Achyuta Adhvaryu, Jean-Francois Gauthier, Emir Murathanoglu, and Jorge Tamayo)

Book Chapters / Reviews / Other:

“An Experiment in India Shows How Much Companies Have to Gain by Investing in Their Employees” *Harvard Business Review*, July 2017 (with Achyuta Adhvaryu, Lavanya Garg, and Namrata Kala)

“Want Fewer Employees to Quit? Listen to Them” *Harvard Business Review*, April 2019 (with Achyuta Adhvaryu and Teresa Molina)

“A Whisper to a Shout: leveraging technology and organizational incentives to amplify worker voice,” *Development Engineering*, forthcoming (with Mamta Pimoli *et al.*)

Fellowships, Honors, Awards, and Grants:

Royal Economic Society Prize, 2024

Bill and Melinda Gates Foundation, 2022-2025 (\$1,381,908)

Wellspring Philanthropic Fund, 2023-2025 (\$415,000)

G2LMLIC – IZA FCDO, 2023-2025 (\$388,208)

Bill and Melinda Gates Foundation, 2022-2025 (\$3,576,242)

The Skills Lab – Harvard, 2023 (\$46,411)

Livelihood Impact Fund, 2023-2025 (\$15,249)

JPAL Jobs and Opportunity Initiative, 2023-2024 (\$57,990)

GEM Incubation Fund – Harvard CID, 2023-2024 (\$15,000)

National Science Foundation, 2022-2024 (\$503,800)
JPAL Gender and Economic Agency Initiative, 2022-2024 (\$12,239)
SAKSHAMAA – Centre for Catalyzing Change, 2022-2024 (\$86,530)
Inter-American Development Bank – GD Lab, 2022-2024 (\$115,000)
Inter-American Development Bank, 2022 (\$18,000)
PEDL Exploratory Grant, 2022-2024 (\$36,255)
Researcher of the Year Award, University of Michigan – Ross, 2022-2023
TechnoServe, 2022-2023 (\$28,746)
China Research Award – Ross, 2022-2023 (\$4,000)
Provost Faculty Research Support – Michigan, 2022-2023 (\$3,000)
Harvard University, 2022-2027 (#30,000)
MIT Solve Prize, Future of Work in India & Indonesia, 2022 (\$120,000)
Wellcome Trust, 2021-2026 (\$4,340,000)
WEE-DiFine – BRAC, 2021-2024, (\$49,653)
Inter-American Development Bank, 2021 (\$25,000)
JPAL Gender and Economic Agency Initiative, 2021-2023 (\$249,976)
Russell Sage Foundation, 2021-2023 (\$161,368)
C.K. Prahalad Initiative, 2021-2022 (\$10,000)
USAID DIV (sub-award through VisionSpring), 2020-2025 (\$237,284)
USAID Development Innovation Ventures, 2020-2024 (\$757,998)
USAID DIV (sub-award through VisionSpring), 2020-2023 (\$212,531)
IPA IPV Initiative Competitive Fund, 2020-2021 (\$98,000)
World Bank, 2020-2021 (\$77,240)
Global Challenges in Economics and Computation - GCEC, 2020 (\$20,000)
Humanity United (Omidyar Network), 2019-2020 (\$46,000)
Penn ALACRITY (NIMH), 2018-2019 (\$40,000)
PEDL Major Grant, 2016-2018 (\$470,000)
PEDL Exploratory Grant, 2015-2016 (\$62,973)
International Growth Centre – India Central Programme Grant, 2015-2016 (\$61,030)
PEDL Exploratory Grant, 2013-2014 (\$40,000)
Yale University Dissertation Fellowship, 2011-2012
Ryoichi Sasakawa Young Leaders Fellowship, 2010-2011
Falk Fellowship, 2009-2011
Association of Yale Alumni Fellowship, 2008
Yale University Fellowship, 2006-2011
Wharton Research Scholar, 2005-2006
University of Pennsylvania Dean’s List, 2004-2005
Joseph Wharton Scholar, 2003-2006
Benjamin Franklin Scholar, 2003-2005

Professional Activities:

Referee— *American Economic Review*, *Review of Economic Studies*, *Journal of Political Economy*, *Econometrica*, *Quarterly Journal of Economics*, *American Economic Review: Insights*, *Economic Journal*, *Review of Economics and Statistics*, *Journal of the European Economic Association*, *American Economic Journal: Applied Economics*, *American Economic Journal: Economic Policy*, *Journal of Public Economics*, *Journal of Human Resources*, *Journal of Development Economics*, *Management Science*, *European Economic Review*, *International Economic Review*, *Economic Development and Cultural Change*, *World Bank Economic Review (Excellence in Refereeing Award 2019)*, *World Development*, *Journal of Business Venturing*, *Journal of Economic Behavior and Organization*, *Journal of Economics and Management Strategy*, *Journal of*

Environmental Economics and Management, Journal of the Association of Environmental and Resource Economists, Science, Science Advances, National Science Foundation

Invited Talks and Conference Selections:

2025: NBER SI Personnel

2024: NBER Organizational Economics

2023: NBER Organizational Economics, MIT Super Applied, NBER SI (Development, Personnel)

2022: MIT Development

2021: BREAD (NYU), SOLE, NBER SI (Crime), University of Pennsylvania, BREAD Pre-conference

2020: University of Michigan: Ross (Hosmer), University of Chicago, NBER Development, NBER National Security

2019: University of Michigan; Advances in Field Experiments (U Chicago); NBER SI (Personnel); BREAD Behavioral Economics (Stanford)

2018: AEA (Philadelphia); University of Minnesota; University of North Dakota

2017: Clark; McGill; IPA SME Meeting (MIT); USC; IGC Firms/Trade/Development Conference (Columbia); Advances in Field Experiments (U Chicago); Asian Meetings of Econometric Society; NBER Environment and Energy Economics Spring Meeting; NBER Productivity, Innovation, and Entrepreneurship; Stony Brook

2016: Georgetown University; Boston University; University of Michigan; NBER Summer Institute (Children's); NEUDC; Harvard-MIT-Stanford Empirical Management Conference; International Growth Centre (India Central); Barcelona GSE Summer Forum; SUNY Stony Brook; USC

2015: University of Pennsylvania; Brown University; Boston College; UC San Diego; Northeastern; NBER Productivity; NEUDC; Barcelona GSE Summer Forum; 29th BREAD Conference

2014: Stanford Development Seminar; University of Michigan Development Seminar, UI Urbana-Champaign Development, Seminar; Northeast Universities Development Consortium (NEUDC) Conference; IZA Workshop: Labor Market Effects of Environmental Policies; NBER Development Summer Institute; NBER Productivity, Innovation, and Entrepreneurship Spring Meeting; Pacific Conference on Development Economics (PAC-DEV)

2013: RAND Labor and Population Group; NBER Summer Institute (Entrepreneurship); NEUDC; PAC-DEV; Private Enterprise Development in Low-Income Countries (PEDL) London

2012: 22nd BREAD Conference; UC Berkeley Development Seminar; UC Riverside Applied Micro Seminar; UC San Diego Development Seminar; PAC-DEV; NBER Children's Meeting; NBER Summer Institute (Health Economics, Health Care); Johns Hopkins; UI Urbana-Champaign; University of Warwick; Notre Dame; Stanford GSB

2011: NEUDC; PAC-DEV

2010: Northeast Universities Development Consortium (NEUDC) Conference; Pacific Conference on Development Economics (PAC-DEV)

PhD Advising: *(initial placement in parentheses)*

Nicolas Torres, UM 2029 (expected)

Parker Howell, UM 2028 (expected)

Emir Murathanoglu, UM 2024 (*Oberlin*)

Russell Morton, UM 2024 (*Rochester*)

Jean-Francois Gauthier, BC 2022 (*HEC Montreal*)

Priyanka Sarda, BC 2021 (*GBL Post-doc*)

Alex Poulsen, BC 2021 (*Amazon*)

Sajala Pandey, BC 2020 (*Analysis Group*)

Giridaran Subramaniam, BC 2020 (*Analysis Group*)

Deeksha Kale, BC 2019, (*International Monetary Fund*)

Jorge Tamayo, USC 2018 (*Harvard Business School*)

Teresa Molina, USC 2017 (*University of Hawaii*)

Nazmul Ahsan, USC 2016 (*St. Louis University*)

Ashish Sachdeca, USC 2015 (*National University of Singapore*)
Jaime Meza, USC 2014 (*Impaq Consulting*)

Predocctoral Advising: (*graduate school placement in parentheses*)

Nicolas Torres, GBL (*Michigan, PhD Economics*)
Parker Howell, GBL (*Michigan, PhD Economics*)
Raphaelle Aulagnon, GBL 2021 (*Bocconi, PhD Economics*)
Sofia Calderon, GBL 2021 (*USC, PhD Economics*)
Piyush Gandhi, GBL 2021 (*UCSC, PhD Economics*)
Gwyneth Miner, BC 2019 (*UC Berkeley, PhD Economics*)
Robert Fletcher, USC 2015 (*Stanford, PhD Economics*)
Snigdha Shahi, GBL 2019 (*Harvard, MPP Kennedy School*)