

# ANANT NYSHADHAM

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**Office Address:**

Ross School of Business  
University of Michigan  
701 Tappan Ave., Ann Arbor, MI 48109

**Office Number:** (617) 552-2308

**Email:** nyshadha@umich.edu

**Webpage:** www.anantnyshadham.com

**Updated:** February 2023

**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)  
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

**Publications:**

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

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

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

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

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

“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)

“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)

“(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)

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

“Expectations, Wage Hikes, and Worker Voice: Evidence from a Field Experiment,” *forthcoming at Economic Journal* (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**

“Managerial Quality and Productivity Dynamics,” *forthcoming at Review of Economic Studies* (with Achyuta Adhvaryu and Jorge Tamayo)

“Returns to On-the-job Soft Skills Training” *accepted at Journal of Political Economy* (with Achyuta Adhvaryu and Namrata Kala)

“Helping Children Catch Up: Early Life Shocks and the Progresa Experiment” *accepted at Economic Journal* (with Achyuta Adhvaryu, Teresa Molina, and Jorge Tamayo)

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

“Formal Employment and Organized Crime: Regression Discontinuity Evidence from Colombia” (with Gaurav Khanna, Carlos Medina, and Jorge Tamayo) [accepted at *Economic Journal*]

#### **Revision Requested/Under Review:**

“An Anatomy of Performance Monitoring” (with Achyuta Adhvaryu and Jorge Tamayo) [*revision requested from Journal of Political Economy*]

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

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

The Health Costs of Dirty Energy: Evidence from the Capacity Market in Colombia” (with Achyuta Adhvaryu, Teresa Molina, Jorge Tamayo, and Nicolas Torres) [*revision requested from Journal of Development Economics*]

“Hostel Takeover: Living Conditions, Reference Dependence, and the Well-being of Migrant Workers” (with Achyuta Adhvaryu and Huayu Xu) [*revision resubmitted to Journal of Public Economics*]

### **Working Papers:**

“On the Allocation and Impacts of Managerial Training” (with Achyuta Adhvaryu and Emir Murathanoglu)

“Organizational Responses to Product Cycles: Evidence from Auto Manufacturing” (with Achyuta Adhvaryu, Vittorio Bassi, Jorge Tamayo and Nicolas Torres)

“Spatial Mobility, Economic Opportunity, and Crime” (with Gaurav Khanna, Carlos Medina, Daniel Ramos, Jorge Tamayo, and Audrey Tiew)

“Learning, Selection, and Misallocation in Sectoral Choice” (with Jean-Francois Gauthier and Teresa Molina)

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

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

“Optimal Employment Contracts with Psychometrics” (with Achyuta Adhvaryu, Jean-Francois Gauthier, and Jorge Tamayo)

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

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

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

### **Works in Progress:**

“Optimal Chandelier Bidding in a Manufacturing Supply Chain” (with Achyuta Adhvaryu, Russell Morten, and Jorge Tamayo)

“Labor Divisibility, Demand Shocks, and Training in Fast Food” (with Achyuta Adhvaryu and Jorge Tamayo)

“Absenteeism and Productivity in Spatial Equilibrium Inside the Firm: Experimental Evidence from an Attendance Incentive Scheme” (with Achyuta Adhvaryu and Gaurav Khanna)

### **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.)

### **Professional Activities:**

Referee—*American Economic Review*, *Review of Economic Studies*, *Journal of Political Economy*, *Econometrica*, *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 Advances*, *National Science Foundation*

### **Invited Talks and Conference Selections:**

**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; 29<sup>th</sup> 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:** 22<sup>nd</sup> 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)

**Fellowships, Honors, Awards, and Grants:**

National Science Foundation, 2023-2024 (Co-PI, \$503,800)  
Bill and Melinda Gates Foundation, 2022-2024, (Co-PI, \$3.7M)  
JPAL Gender and Economic Agency Initiative, 2021-2023 (Co-PI, \$249,976)  
Russell Sage Foundation, 2021-2023 (Co-PI, \$161,368)  
C.K. Prahalad Initiative, 2021(PI, \$10,000)  
USAID Development Innovation Ventures, 2020-2022 (Co-PI, \$624,695)  
USAID DIV (sub-award through VisionSpring), 2020-2022 (Co-PI, \$297,284)  
IPA IPV Initiative Competitive Fund, 2020-2021 (PI, \$98,000)  
GCEC, 2020 (Co-PI, \$20,000)  
Humanity United (Omidyar Network), 2019-2020 (Co-PI, \$46,000)  
Penn ALACRITY (NIMH), 2018-2019 (Co-I, \$40,000)  
PEDL Major Grant, 2016-2018 (Co-PI, \$470,000)  
PEDL Exploratory Grant, 2015-2016 (Co-PI, \$62,973)  
International Growth Centre – India Central Programme Grant, 2015-2016 (Co-PI, \$61,030)  
PEDL Exploratory Grant, 2013-2014 (Co-PI, \$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

**PhD Advising:** *(initial placement in parentheses)*

Emir Murathanoglu, UM 2024 (expected)  
Russell Morton, UM 2023 (expected)  
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*)

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*)