

# ANANT NYSHADHAM

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## Office Address:

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**Updated:** January 2024

## Employment / Affiliations:

Visiting Scholar, Harvard Business School (2023-present)  
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

## Revision Requested/Under Review:

“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) [*revision requested from Journal of Political Economy*]

“Sotto Voce: The Impacts of Technology to Enhance Worker Voice” (with Achyuta Adhvaryu, Smit Gade, and Teresa Molina) [*revision requested from 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” conditionally accepted 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 Progresa Experiment” *The Economic Journal*, 134(657):1-22, December 2023 (with Achyuta Adhvaryu, Teresa Molina, and Jorge Tamayo)

“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:**

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 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)

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

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