

**CONTACT
INFORMATION**

Columbia University
Columbia Business School
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New York, NY 10027

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**ACADEMIC
POSITIONS****Columbia University, Graduate School of Business**

- Assistant Professor of Economics (2020-)
- Postdoctoral Fellow, Chazen Institute for Global Business & Economics Division (2019-2020)

**OTHER CURRENT
POSITIONS**

Lead Academic for Bangladesh Country Team, International Growth Center (IGC) (2021-)

AFFILIATIONS

National Bureau of Economic Research (NBER), Faculty Research Fellow (Development Economics) (2024-)
IZA - Institute of Labor Economics, Research Affiliate (2024-)
Center for Economic Policy Research (CEPR), Fellow (Organizational Economics) (2024-); Research Affiliate (2019-2023)
Bureau for Research and Economic Analysis of Development (BREAD) (2023-)
Abdul Latif Jameel Poverty Action Lab (J-PAL) (2022-)
Chazen Institute for Global Business Senior Scholar (2020-)
Columbia Center for Development Economics and Policy (CDEP), Affiliate (2019-)

EDUCATION**University of California, Berkeley**

Ph.D. in Business and Public Policy (Haas School of Business), May 2019

- Dissertation Committee: Noam Yuchtman (Chair), Ernesto Dal Bó, Paul Gertler, Ted Miguel, Reed Walker.
- Awarded M.S. in Business Administration in 2015

University of Pennsylvania

B.S. in Economics, *summa cum laude* (The Wharton School), 2010

**FIELDS OF
SPECIALIZATION:**

Primary: Development Economics, Organizational Economics

Secondary: Labor Economics, Political Economy

**REFEREED
PUBLICATIONS**

Multinational enforcement of labor law: Experimental evidence on strengthening occupational safety and health (OSH) committees, (*Forthcoming, Econometrica*)

Migrants, Experience, and Working Conditions in Bangladeshi Garment Factories (with Rachel Heath and Tyler McCormick). *Journal of Economic Behavior and Organization* (2024), 219: 196–213.

**NON-REFEREED
PUBLICATIONS**

Global Value Chains in Developing Countries: A Relational Perspective from Coffee and Garments (with Julia Cajal-Grossi and Rocco Macchiavello). *Journal of Economic Perspectives* (2023), 37(3), 59–86.

VoxDevLit on International Trade (Senior Editors: David Atkin & Amit Khandelwal; Co-editors: Rafael Dix-Carneiro, Isabela Manelici, Brian McCaig, Pamela Medina, Ameet Morjaria, Luigi Pascali, Bob Rijkers, Meredith Startz). *VoxDevLit* (October 2022), 4(1).

WORKING PAPERS	<p>Union Leaders: Experimental Evidence from Myanmar (with Rocco Macchiavello, Virginia Minni, and Mari Tanaka) (<i>Revise and Resubmit, American Economic Review</i>)</p> <p>Monitoring Harassment in Organizations (with Sylvain Chassang, Ada González-Torres, and Rachel Heath)</p>
SELECTED WORK-IN-PROGRESS	<p>Escrow Mechanisms for Group-based Reporting: Evidence from Bangladesh's Garments Sector (with Sylvain Chassang and Ada González-Torres), (<i>PAP accepted via pre-results review at the Journal of Development Economics</i>)</p> <p>Relationships and Responsibility (with Julia Cajal-Gross, Canyon Can, and Rocco Macchiavello)</p> <p>The Roles of Information and Search Frictions in Determining Working Conditions in Bangladesh's Apparel Sector (with Shakil Ahmed and Rachel Heath)</p> <p>Social Norms and Productivity: Evidence from Bangladeshi Knitwear Factories (with Sakib Mahmood and Oren Reshef)</p> <p>Market-based Information to Predict Small Firms' Marginal Returns to Capital and Other Business Support Services (with Amanda Awadey and Elwyn Davies)</p>
TEACHING	<p>Topics in Organizational Economics (B9220, PhD) - Fall 2023, Spring 2022 & 2023; MIT Organizational Economics Guest Lecturer (14.282, PhD) - Spring 2022</p> <p>Modern Econometrics for Business Decision Making (B8257 and B7257, MBA and EMBA) - Spring 2021-2024</p> <p>Applied Impact Evaluation (MBA296) - Graduate Student Instructor (GSI) (2018)</p> <p>Data and Decisions (MBA200S: Core statistics course for MBA students) - GSI (2015 & 2016)</p> <ul style="list-style-type: none"> • 2016/17 Cheit Award for Excellence in Teaching, Weekend MBA (based on student nominations and voting) • 2015/16 Outstanding GSI Award (based on student ratings) <p>Leadership and Group Dynamics (The Wharton School) - Teaching assistant (2007-2010)</p>
PROFESSIONAL EXPERIENCE	<p>The World Bank</p> <ul style="list-style-type: none"> • Consultant, Financial and Private Sector Development Vice Presidency (2013-2017) • Analyst, Financial and Private Sector Development Vice Presidency (staff 2011-2013; consultant 2010-2011)
UNIVERSITY SEMINARS (INCLUDING SCHEDULED)	<p>2025: Duke, Imperial College London Business School, Oxford, University of Notre Dame</p> <p>2024: NYU Abu Dhabi, NYU-Law, Rutgers University</p> <p>2023: Stanford University, Georgetown University, Brown University, Boston University, CUNY-Hunter College, Georgia State University - Dept. of Risk Management and Insurance, UCSD Rady Economics, University of Washington</p> <p>2022: University of California, Berkeley; University of British Columbia, University of Southern California, Leeds University Business School, Wilfrid Laurier University, LMU Munich, University of Chicago-Booth, University of Rochester</p> <p>2021: MIT Sloan (Organizational Economics), New York University, University of Pennsylvania-The Wharton School (Development), University of Utah-Eccles School of Business, Ben Gurion University of the Negev, Paris School of Economics, Namur University, Toulouse School of Economics, Aix-Marseille University, MIT Sloan (Institute for Work and Employment Research), Hitotsubashi University</p> <p>2020: University of Michigan, Princeton University, Harvard/MIT (Development), Yale University, MIT Sloan (Organizational Economics)</p>

2019: Boston College, London School of Economics-Managerial Economics and Strategy, Columbia University-Graduate School of Business, University of Toronto-Centre for Industrial Relations and Human Resources, George Washington University-School of Business, Georgetown University-McDonough School of Business, Harvard Business School
2018: UCLA-Anderson School of Business, University of Pennsylvania-The Wharton School
2016: Independent University, Bangladesh
2015: Independent University, Bangladesh

CONFERENCE
PRESENTATIONS
(INCLUDING
SCHEDULED)

2024: AEA 2024 (discussant and presenter x 2), Non-Market Effects of Market Power Conference (discussant), Economics of Working Environment Conference
2023: Economics of Violence and Harassment Against Women Conference, Berkeley Political Economy Conference, NBER Summer Institute (discussant, Political Economy), Advancing Sustainability of Supply Chains in Developing Countries (keynote), Organising Development & the Development of Organisations Conference, BREAD & MIT Conference, CESifo Summer Workshop on the Economic Analysis of Critical Junctures, Strategy and the Business Environment (discussant), IGC/J-PAL/IFC Firms Conference
2022: NBER Organizational Economics Fall Meeting, "Future of the Labor Movement" Conference (panelist), Women in Empirical Microeconomics Conference, NBER Summer Institute (Personnel & discussant, Macro and Productivity), Society for Institutional & Organizational Economics (SIOE) Conference, NBER Organizational Economics Spring Meeting (discussant), Utah Winter Organizational and Political Economics Conference
2021: NBER Organizational Economics Meeting, CEPR Joint Workshop on Incentives, Management and Organization & Entrepreneurship Economics, NBER Summer Institute (Development, lightning talk), SIOE Conference (live-streamed session)
2020: Winter Business Economics Conference, Utah Winter Organizational Economics and Political Economy Conference (discussant), AEA/ASSA Annual Meeting
2019: University of Chicago Conference on Private Politics, Economics of Social Sector Organisations (ESSO) Conference, TCD/LSE/CEPR Workshop in Development Economics, NBER Summer Institute (Productivity, Development, and Entrepreneurship), Strategy and the Business Environment (SBE) Conference, International Growth Centre (IGC) Bangladesh Development Economics Conference, Pacific Development Economics Conference (PacDev)
2018: Northeast Universities Development Consortium Conference (NEUDC), Berkeley Center for Economics and Politics (BCEP) Conference (Poster Session), All-California Labor Economics Conference (Poster Session), Alliance for Research on Corporate Sustainability (ARCS) Conference, UCLA Anderson-UCB Haas School of Business Conference (Student session)
2017: IGC Seeds of Change in the Garment Industry Conference
2015: UCLA Anderson-UCB Haas School of Business Conference (Student session), Development and Political Economics Stanford-Berkeley PhD Student Conference (Poster session)

REFEREE SERVICE

AEJ: Applied Economics, AEJ: Policy, American Economic Review, AER: Insights, American Journal of Political Science, Economic Development and Climate Change, Econometrica, Economica, ILR Review, Journal of African Economies, Journal of Development Economics, Journal of Economic Behavior and Organization, Journal of the European Economic Association, Journal of International Economics, Journal of Labor Economics, Journal of Law, Economics, and Organization, Journal of Political Economy, Journal of Public Economics, Management Science, Review of Economics and Statistics, Review of Economic Studies, Strategic Management Journal, Quarterly Journal of Economics, World Development Perspectives

OTHER SERVICE

Peer Review: Gender, Growth, and Labour Markets in Low Income Countries Programme, Programme Committee for the 2022 & 2023 European meetings of the Econometric Society (ESEM); The Abdul Latif Jameel Poverty Action Lab (J-PAL); National Science Foundation (NSF); SIOE Conference (2020 & 2024); Private Enterprise Development for Low-Income Countries (PEDL); Women's Economic Empowerment and Digital Connectivity (WEE-Connect) Initiative

Seminar Organization: Columbia Applied Microeconomics Seminar (2021-current); Columbia Development Economics Seminar (2020-current); Berkeley Summer Ph.D. Student Economics Research Seminar - Founder and Organizer (2014-2017)

Mentorship: Student Mentoring and Research Teams (SMART) Program - Research mentor for undergraduate (Summer 2018)

MAJOR RESEARCH
GRANTS
(> \$10,000)

Returns to capital, group consulting, and interfirm relationships among small firms in Ghana (with Amanda Awadey and Elwyn Davies)

IGC (2024), £45,377; PEDL (2023), £38,621

General equilibrium effects of reducing information frictions in Bangladesh's apparel sector (with Shakil Ahmed and Rachel Heath)

IGC (2024), £40,000

Job vacancies and hiring by large employers in Bangladesh (with Rachel Heath)

PEDL (2023), £39,946

International buyers, suppliers' performance and workers' outcomes in the garment sector in Bangladesh (with Julia Cajal Grossi and Rocco Macchiavello)

IGC (2022), £30,000

Whistleblowing and Worker Well-being: Evidence from Bangladesh's Garments Sector (with Ada González-Torres)

Robert Wood Johnson Foundation (2021), \$225,484; J-PAL Gender and Economic Agency Initiative (2021), \$120,871; G²LM|LIC (2020), €29,944

Social Norms and Productivity: Evidence from two experiments in Bangladeshi Garment Factories (with Oren Reshef and Sakib Mahmood)

Columbia Center for Political Economy (2024), \$58,618; National Science Foundation (2024), \$62,722; IGC (2020), £95,771; J-PAL Gender and Economic Agency Initiative (2021), \$79,111; IGC (2020), £95,771; Weiss Family Program Fund for Research in Development Economics (2020), \$82,229; Weiss Fund (2018), \$49,989; IGC (2018), £19,460

Worker Wellness and Organizational Barriers to COVID-19 Prevention Inside the Firm (with Rachel Heath and Wahedur Rahman)

Private Enterprise Development in Low-Income Countries (PEDL) (2020), £13,085

The economic effects of COVID-19 on Bangladesh Garment Manufacturers and Exporters Association (BGMEA)

PEDL (2020), £30,000

The Roles of Information and Search Frictions in Determining Working Conditions in Bangladesh's Apparel Sector (with Narayan Das and Rachel Heath)

G²LM|LIC (2020), €390,571; IGC (2023), £60,008

Whistleblowing Mechanisms for Employer Misbehavior: Evidence from the Bangladeshi Garments Sector (with Sylvain Chassang and Ada González-Torres)

PEDL (2019), £46,889; Provost's Grants Program for Junior Faculty who Contribute to the Diversity Goals of Columbia University, \$25,000

Leadership and Organizational Structure in Trade Unions in Myanmar (with Rocco Macchiavello, Virginia Minni, and Mari Tanaka)

IGC (2019), £40,000

Multinational enforcement of labor law: Experimental evidence from Bangladesh's apparel sec-

tor

PEDL (2018), £27,051; J-PAL Governance Initiative (2017), \$45,290; IGC (2017), £49,948; Weiss Family Program Fund (2015), \$37,690

FELLOWSHIPS AND
AWARDS

2018: Institute for Research on Labor and Employment (IRLE) 2018-19 Dissertation Fellowship, Alliance for Research on Corporate Sustainability (ARCS) Conference Outstanding Paper Award
2017: Soroptimist Founder Region Fellowship (Soroptimist International of the Americas)
2016: Malini Chowdhury Graduate Fellowship on Bangladesh Studies (UC-Berkeley Chowdhury Center for Bangladesh Studies)
2013: World Bank Vice Presidential Unit Award, granted for the G20 Disaster Risk Management Initiative 2012
2010: Featured by University of Pennsylvania President Amy Gutmann in Penn Gazette Article; Featured 2010 Penn Young Alumnus for Penn Club of DC; Student Award of Merit, Alfred A. Berg Scholarship Award, Rose Undergraduate Research Award, Wharton Research and Scholar Award, University of Pennsylvania Communication within the Curriculum Emerging Scholar
2009: US Rhodes Scholarship Finalist

PUBLICATIONS &
PRESENTATIONS
(NON-ACADEMIC)

Available upon request.

OUTSIDE
ACTIVITIES

Lead Academic for Bangladesh Country Team, IGC