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**WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**

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**Personal Information:** Female, U.S. citizen

**Undergraduate Studies:**

B.A. in Economics and Biological Sciences, University of Chicago, honors, 2011

**Graduate Studies:**

Wharton School, University of Pennsylvania, 2013 to present  
Ph.D. Candidate in Business Economics and Public Policy  
Thesis Title: "Essays in Labor and Behavioral Economics"  
Expected Completion Date: May, 2018

**References:**

Professor Iwan Barankay (chair)  
The Wharton School  
(215) 898-6372  
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Professor Petra Todd  
University of Pennsylvania  
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Professor Judd Kessler  
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Professor Corinne Low  
The Wharton School  
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Professor Katherine Milkman  
The Wharton School  
(215) 573-9646  
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**Teaching and Research Fields:**

Primary fields: labor economics, public economics, behavioral economics  
Secondary fields: economics of education, gender, economics of altruism

**Teaching Experience:**

Fall, 2015 *Managerial Economics* (Undergraduate), Teaching Assistant for Professor Gilles Duranton  
Spring, 2016 *Research Design Fundamentals and Applications in Business* (Undergraduate), Guest Lecturer for Professor Catherine Schrand  
Spring, 2017 *Research Design Fundamentals and Applications in Business* (Undergraduate),

Guest Lecturer for Professor Iwan Barankay

**Research Experience:**

2013-2014 Research Assistant to Judd Kessler (Wharton)  
2012-2013 Research Assistant to Anya Samek (Wisconsin-Madison)  
2011-2012 Research Assistant to Marianne Bertrand (Chicago Booth)  
2010-2011 Research Assistant to John List (Chicago)

**Professional Activities:**

Referee Service: Journal of Public Economics, Management Science

**Presentations:**

2016: Southern Economic Association Meetings, Washington, DC;  
Advances in Field Experiments Conference, University of Chicago;  
Behavioral Decision Research in Management, University of Toronto;  
Women in Business Academia Conference, Wharton School;  
Spring School in Behavioral Economics, University of San Diego (poster);  
2015: Health, History, Demography, and Development Conference, University of  
Michigan;  
Behavioral Economics and Health Symposium, University of Pennsylvania;  
Science of Philanthropy Initiative Conference, University of Chicago  
2014: Science of Philanthropy Initiative Conference, University of Chicago (poster);  
2012: Experimental Science Association International Conference, New York  
University

**Honors, Scholarships, and Fellowships:**

2016-2017 Mack Institute Research Fellowship  
2015-2017 Wharton Risk Center Russell Ackoff Doctoral Student Fellowship Award  
2014-2015 Wharton Doctoral Travel Grant  
2014-2015 Graduate and Professional Student Assembly Research Travel Grant  
2013 National Science Foundation Graduate Research Fellowship Honorable  
Mention  
2013-2017 Wharton Doctoral Programs Fellowship

**Publications**

“Feel the Warmth Glow: A Field Experiment on Manipulating the Act of Giving” (with Anya Samek),  
*Journal of Economic Behavior and Organization*, December 2014, Vol. 108: 198-211.

**Research Papers:**

“Non-College Occupations and the Gender Gap in College Enrollment”

**Abstract:** Women used to lag behind but now exceed men in college-going. This paper argues that gender differences in the jobs available to workers with only high school degrees (“non-college jobs”) are a key driver of this phenomenon. The first part of the paper argues that the non-college labor market plays a large role in driving women to attend college at greater rates than men today. I document that men face more plentiful and higher-paying non-college job prospects than women do, and argue that the non-college labor market is more favorable to men than women. I then use two empirical exercises to show that non-college job options dramatically affect the college-going decisions of both men and women. Employment changes in the oil and gas industry, which affect the non-college labor market for men, influence male college enrollment but not female college enrollment. The automation of the office, which

disproportionately impacted the non-college job prospects of women, led to growth in female enrollment but not male enrollment. The second part of the paper addresses the role of non-college jobs in explaining why male and female enrollment evolved differentially over time. I document that the non-college job options of women declined dramatically, right as women began to substantially increase their participation in the labor force. I situate these findings in a theoretical model to show how the growing importance of non-college job options for women contributed to why men exceeded women in college-going historically and why women exceed men in college-going today.

“A Field Study of Charitable Giving Reveals that Reciprocity Decays over Time” (with Judd B. Kessler and Katherine L. Milkman), in press at *Proceedings of the National Academy of Sciences*

**Abstract:** We examine how reciprocity changes over time by studying a large quasi-experiment in the field. Specifically, we analyze administrative data from a university hospital system. The data includes information about over 18,000 donation requests made by the hospital system via mail to a set of its former patients in the four months following their first hospital visit. We exploit quasi-experimental variation in the timing of solicitation mailings relative to patient hospital visits and find that an extra 30-day delay between the provision of medical care and a donation solicitation decreases the likelihood of a donation by an estimated 30%. This steep decline in giving is most pronounced among patients visiting hospital departments handling the most severe patient cases, suggesting that decaying reciprocity — rather than forgetfulness — is responsible. Our findings have important implications for models of economic behavior, which currently fail to incorporate reciprocity’s sensitivity to time. The fact that reciprocal behavior decays rapidly as time passes also suggests the importance of capitalizing quickly on opportunities to benefit from a “quid pro quo.”

“Can Financial Incentives Induce Unequal Parental Investment in Children? Evidence from a Field Experiment” (with John List and Anya Samek)

**Abstract:** Human capital is crucially affected by parental investment in early childhood. One way to induce parents to invest in children is to decrease the shadow price of this activity by providing incentives. Yet incentivizing investment in one child may have negative consequences for the allocation of time to other children in the household. We take advantage of a novel field experiment in which low-income parents of 3-5 year-olds in the United States were exposed to a year-long parenting intervention and were randomized to either receive immediate or delayed incentives to invest in the targeted child. We surveyed parents regarding the time they spent with their targeted child and with the child’s siblings. As predicted, we found that parents spent more time investing in targeted children when incentivized immediately versus with a delay. Importantly, we found statistically significantly lower time investment in siblings of families treated with the immediate versus the delayed incentive. Our findings point to the importance of considering negative spillover effects of incentivizing parental investment, and are consistent with a model of intra-household resource allocation.