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Research Fields

Labor Economics, Health Economics, Behavioral Economics, Experimental Economics

Education

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|-------------------|---|
| 2027 [†] | University of Pennsylvania, The Wharton School, PhD Applied Economics
<i>Dissertation Committee:</i> Judd B. Kessler (Chair), Corinne Low, Alex Rees-Jones |
| 2023 | University of Pennsylvania, The Wharton School, MS Applied Economics |
| 2021 | Harvard University, The Kennedy School, Pre-Doctoral Research Fellow
<i>Advisors:</i> Will Dobbie and Crystal Yang |
| 2019 | Columbia University, MA Quantitative Methods in the Social Sciences |
| 2016 | University of California, Berkeley, BA Peace and Conflict Studies |

[†] *Expected*

Job Market Paper

“Fickle Discrimination: Evidence from Emergency Triage Decisions”

Group disparities are typically treated as stable, reflecting decision-makers’ persistent beliefs or preferences. I show instead that they are fickle: holding the decision-maker and decision problem fixed, transitory features of the immediate decision context unrelated to the current case systematically shift the size of disparities and even which group is disadvantaged. In 2 million emergency department triage decisions, non-White patients are 5.4 percentage points (21%) less likely than observably identical White patients to receive top priority from the same nurse in the same shift. Two contextual features—which patients a nurse was just exposed to and how much time she has to decide—explain more than half of this gap. I isolate exposure using “frequent flyers,” disproportionately non-White, lower-risk repeat patients. Exploiting quasi-random arrivals and nurse assignment, I find these encounters sharply lower assigned priority for subsequent same-race patients, consistent with reliance on coarse similarity. This race-risk association is shaped by the frequent flyers a nurse happens to encounter over time: within nurse, greater prior-year non-White exposure monotonically widens the gap, while greater White exposure narrows and ultimately reverses it (−3.6 pp). Time pressure reduces information collection and doubles exposure effects, consistent with substituting similarity for individualized assessment. Racially imbalanced exposure produces a net non-White disadvantage. These effects persist against a race-blind machine-learning benchmark and extend to downstream care: after an encounter, same-race patients’ relative hospital admission rate falls 3.0 pp (26%). Seemingly entrenched disparities may be more malleable than assumed, responding to institutional choices about case assignment and decision time.

Publications

1. “Please Take a Minute: How Prosocial Choices Change with Deliberation” (with Judd B. Kessler, Hannu Kivimäki, and Muriel Niederle). Accepted at *American Economic Journal: Microeconomics*.
2. “Measuring Discrimination with Experiments” (with Corinne Low). *Handbook of Experimental Methods in the Social Sciences*, edited by Alex Rees-Jones, Edward Elgar Publishing Ltd. 2026.

3. “A Conditional Cash Transfer and Women’s Empowerment: Does Bolsa Familia Influence Intimate Partner Violence?” (with Elizaveta Perova and Sarah Anne Reynolds). *Social Science and Medicine*, 238(112462). 2019.

Working Paper

1. “Gender Bias and Differential Belief Updating”

I study whether people respond differently to identically informative signals about men and women. To ensure signals convey identical information, I develop a novel experimental design that fully fixes both prior beliefs and signal distributions across gender. In an experiment with 3,204 subjects, individuals respond dramatically to the gender of the signal-sender. Subjects are more likely to violate Bayes’ rule, failing to update or updating in the wrong direction, after learning a woman succeeded or a man failed. They update more rationally after learning a man succeeded or a woman failed. Additional treatments explore how to mitigate these gendered mistakes.

Selected Work in Progress

1. “The Glass Cliff: Leadership Selection During Crises”
2. “Reducing Avoidable Emergency Department Use: A Field Experiment”

Presentations

External ([‡] Denotes presentation of JMP)

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| 2026 | Stanford Institute for Theoretical Economics (SITE) Economics of Health Inequality [‡] ; Princeton University (Student Workshop in Experimental Economics Techniques) [‡] ; Economic Science Association World Meeting [‡] ; University of Pittsburgh (Experimental/Behavioral Brown Bag) [‡] |
| 2023 | Columbia University (Student Workshop in Experimental Economics Techniques) |
| 2022 | Cornell University (Behavioral Economics Research Group) |
| 2017 | Western Social Science Association Annual Meeting |

Internal

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| 2026 | Summer Applied Economics Workshop [‡] ; Applied Economics Student Seminar [‡] |
| 2025 | Wharton Behavioral Lab Conference |
| 2024 | Applied Economics Student Seminar [‡] |
| 2023 | Behavioral and Experimental Economics Seminar; Applied Economics Student Seminar |
| 2022 | Applied Economics Student Seminar |

Invited Participation

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| 2026 | Conference on Discrimination in the 21st Century (University of Chicago) |
| 2025 | Behavioral Economics Annual Meeting (BEAM) |
| 2024 | Behavioral Economics Annual Meeting (BEAM); Conference on Discrimination in the 21st Century (University of Chicago); Spring School in Behavioural Economics (UCSD & NHH) |
| 2023 | Conference on Discrimination in the 21st Century (University of Chicago) |

Grants

2024 Wharton ESG Initiative (\$2,875); Wharton Coalition for Equity & Opportunity (\$2,875)
 2023 Wharton Coalition for Equity & Opportunity (\$2,800)

Research Experience

2022–2024 Research Assistant, University of Pennsylvania
Professor Judd B. Kessler
 2019–2021 Pre-Doctoral Research Fellow, Harvard University
Professors Will Dobbie and Crystal Yang

Teaching Experience

Behavioral Economics, Markets, and Public Policy (BEPP 2200/6200, UG/MBA)
TA to Professor Judd B. Kessler; Spring 2023, Spring 2025, Spring 2026
 Economics of Diversity and Discrimination (BEPP 2650/7650, UG/MBA)
TA to Professor Corinne Low; Spring 2024
 Managerial Economics (BEPP 2500, UG)
TA to Professor Ulrich Doraszelski; Spring 2024
 Introductory Economics for Business Students (BEPP 1000, UG)
TA to Dr. Gizem Saka; Fall 2024

Referee Service

Economic Inquiry, Management Science, World Development

Academic Affiliations

2023– Center for Health Incentives & Behavioral Economics, University of Pennsylvania

References

Judd B. Kessler (Chair)

Howard Marks Professor of Business Economics and Public Policy
 The Wharton School
 University of Pennsylvania
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Corinne Low

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Alex Rees-Jones

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