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HARVARD UNIVERSITY

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Undergraduate Studies:

A.B., Economics, University of Chicago, with honors, 2003

Graduate Studies:

Harvard University, 2003 to present

Thesis Title: "Essays on Careers and Learning in U.S. Labor Markets"

Expected Completion Date: June 2008

Thesis Committee and References:

Professor Lawrence Katz (Primary Advisor)

Dept of Economics, Harvard University

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Professor Claudia Goldin

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Professor Caroline Hoxby

Dept of Economics, Stanford University

Landau Building, 579 Sierra Mall

Stanford, CA 94305

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Teaching and Research Fields:

Primary fields: Labor Economics, Organizational Economics

Secondary fields: Contract Theory, Economics of Education

Teaching Experience (all at Harvard University):

Fall, 2006 Ec 908b: Women, Work and the Family, Past and Present, teaching fellow for Prof. Goldin

Fall, 2005 Ec 2810a: Graduate Labor Economics, teaching fellow for Profs Hoxby and Katz

2005-2006 Ec 985a: Senior Thesis Seminar in Applied Micro, co-head instructor

Fall, 2005 Ec 1822: Economics of Education, teaching fellow for Prof. Hoxby

Research Experience and Other Employment:

2005-2007 Research Assistant to Profs Goldin and Katz

2004-2005 Research Assistant to Prof. Roland Fryer and Prof. Steve Levitt

2002-2003 Research Assistant to Prof. James Heckman

Professional Activities

Presentations Society of Labor Economists Annual Meetings, May 2008
Organizer Harvard University Labor Lunch, 2005-present
Referee *Journal of Political Economy*, *Quarterly Journal of Economics*, *Berkeley Electronic Press*

Honors, Scholarships, and Fellowships:

2007-2008 Alan and Barbara Washkowitz Graduate Student Dissertation Fellowship
2006-2007 Thomas Cochran Dissertation Fellowship
2003-2005 Harvard University Graduate Student Fellowship

Research Papers:

“Asymmetric Information between Employers” (Job Market Paper)

Employer learning about workers' abilities plays a key role in determining how workers sort into jobs and are compensated. This study explores whether learning is symmetric or asymmetric, i.e., whether potential employers have the same information about worker ability as the incumbent firm. I develop a model of asymmetric learning that nests the symmetric learning case and allows the degree of asymmetry to vary. I derive testable implications for the prevalence of asymmetric learning involving a new dependent variable: the variance in pay changes. Using the NLSY, I employ three distinct identification strategies to test different predictions of the model. I first test whether laid-off workers appear negatively selected compared to workers who lost jobs in plant closings, by comparing the variances in pay changes at their new jobs. I next exploit the fact that groups of workers differ in their variances in ability -- based on economic conditions at time of entry into a firm -- to show that incumbent wages track ability more closely than do outside firm wages. Finally, I provide additional evidence using the fact that learning about ability is more symmetric for some occupations than for others. All three cases favor the asymmetric learning model and suggest that the effect on wage setting is significant both statistically and in terms of economic magnitudes.

“The Long-Term Labor Market Consequences of Graduating from College in a Bad Economy”

This paper studies the labor market experiences of white male college graduates as a function of economic conditions at time of college graduation. I use the National Longitudinal Survey of Youth whose respondents graduated from college between 1979 and 1988 and are followed for 14 to 23 years after college graduation. I employ both national and state variation in economic conditions at time of college graduation to identify the effect. Because timing and location of college graduation could potentially be affected by economic conditions, I also instrument for the national unemployment rate using year of birth and for the state unemployment rate using year of birth and state of residence at age 14. I find large, negative wage effects to graduating in a worse economy which persist for the entire period studied. I also find that cohorts who graduate in worse national economies are in lower level occupations and have slightly higher educational attainment. Labor supply is unaffected.

Research Papers in Progress

“Merging Internal and External Labor Markets: Evidence from Firm-Level Data on 200+ Firms”
“The Role of Organization and Management Structures in Producing Gender Differences in Career Advancement in the Legal Services Sector” (with N. Bloom and R. Iyengar)
“The Box Office Return to an Academy Award”
“The Plight of Mixed Race Kids” (with R. Fryer and S. Levitt)