

# MALLIKA THOMAS

Princeton University

[sites.google.com/site/  
mallikathomas](https://sites.google.com/site/mallikathomas)

## ACADEMIC APPOINTMENTS

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**Princeton University**, Department of Economics, Industrial Relations Section, Visiting Assistant Professor 2018-2019

**Cornell University**, Department of Economics, School of Industrial and Labor Relations, Assistant Professor, 2015-present

## EDUCATION

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**University of Chicago**, Chicago, IL  
Ph.D. Economics, June 2015  
Fields of Specialization: Labor Economics, Personnel Economics, Information Economics, Economics of the Family

**Yale University**, New Haven, CT  
B.S. Physics, May 2007, *Distinction in the Major*  
B.A. Economics, May 2007, *Distinction in the Major*  
*Thesis in Economics: "In Women's Hands: A Game-Theoretic Analysis of Gender-Wage Inequality"*

## WORKING PAPERS

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"The Impact of Mandated Maternity Benefits on the Gender Difference in Promotions: Examining the Role of Adverse Selection"

"Effects of Peer Groups on the Gender-Wage Gap and Life After the MBA: Evidence from the Random Assignment of MBA Peers"

## RESEARCH IN PROGRESS

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"Explaining the College Gender Gap: Early Versus Late- Life Investments and the Career Choices of Women"

"Outsourcing Domestic Labor: On-the-Job Training and the Gender Gap in Higher Educational Attainment" with Patricia Cortes

"Inefficiency Revealed: Group-Specific Mandates and the Impact of Employer-Provided Maternity Benefits on the Employment, Wages and Labor Supply of Women"

"The Effects of Mandated Maternity Benefits on Female Labor Supply, Occupational Choice, and Human Capital Accumulation: A Quality-Quantity Tradeoff"

“The Gender Pay Gap and the Responsiveness of Women's Early Career Choices to Information About Ability”

“Whom Do Firms Interview and Why? Theory and Evidence on Many-to-One Matching in the Presence of Search Costs”

“The Value of a Job Interview: Estimates from a Regression Discontinuity Design” with Alexandre Mas

“Valuing Non-Pecuniary Job Attributes” with Alexandre Mas

## PROFESSIONAL AFFILIATIONS

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Faculty Affiliate, Center for the Study of Inequality, Cornell University, 2016-present

Faculty Affiliate, Cornell Population Center, 2015-present

Faculty Affiliate, Institute on Health Economics, Health Behaviors and Disparities, 2015-present

## HONORS AND AWARDS

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Bruno-Shayegani Family Faculty Fellowship, 2017-present

Cornell Institute for Social Sciences, \$6,000, Individual Award, 2016-2018

American Economic Assn Dissertation Fellowship, Federal Reserve Bank of Minneapolis, 2014

George Stigler Dissertation Fellowship, University of Chicago, 2014-2015

Division of the Social Sciences Summer Fellowship, University of Chicago, 2014

University of Chicago Presidential Fellowship, 2009-2014

University of Chicago Center for the Study of Gender and Sexuality Research Grant, 2013-2014

Yale University Scholarship, 2003-2007

## RESEARCH VISITS

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University of Wisconsin-Madison, Institute for Research on Poverty, December 2015

## PROFESSIONAL ACTIVITIES

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Conferences and Invited Seminars:

UCLA Anderson School of Management, Western Economic Association Meetings, North American Meeting of the Econometric Society 2018

Boston College, Boston University, Washington University of St. Louis, Federal Reserve Bank of St. Louis, Society of Labor Economists Annual Meetings, Eastern Economic Association Meetings, Midwestern Economic Association Meetings, 2016

Northwestern University, University of Virginia, Cornell University – Economics Department, Cornell University – PAM, Arizona State University, University of Wisconsin-Madison, The Brookings Institution, Brown University, The RAND Corporation, 2015

Applications of Economics Workshop, Lifecycle Dynamics Workshop, Economic Theory Workshop, University of Chicago, 2014

Family Economics Workshop, Lifecycle Dynamics Workshop, University of Chicago, 2013

Referee:

*Journal of Political Economy*, 2013, 2015, 2016 (x2)

*Journal of Policy Analysis and Management*, 2016, 2018

*Quarterly Journal of Economics*, 2018

Conference Panels and Discussions:

Discussant, Eastern Economic Association, Washington DC, 2016

Discussant, Midwest Economic Association, Evanston, IL, 2016

Discussant, Western Economic Association International, Portland, OR, 2016

TEACHING

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Economics of Wages and Employment, Cornell University, 2016, 2017, 2018

Seminar in Labor Economics II (PhD), Cornell University, 2017, 2018

Workshop for Labor Economics (PhD), Cornell University, 2016-2018

Junior Independent Work, Princeton University, 2018-2019

Guest Lecturer:

Statistical Methods for the Social Sciences (Masters), Cornell University, "Understanding the Gender Gap in Promotions," 2017

Non-Credit Instruction:

Labor Work-in-Progress Seminar (PhD), Cornell University, 2015-present

SERVICE

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Graduate Advising:

Jorgen Harris, committee member, "Do Wages Fall when Women Enter an Occupation? New Evidence using an Instrumental Variables Approach," 2015-present

Caroline Walker, committee member, "The Effect of Criminal Sentencing on Safety Net Caseloads," 2016-present

Tung Dang, committee member, "Assessing the Peer Effects of International Students on U.S. STEM Majors", 2017-present

Miriam Larson-Koester, committee member, "Dynamics in Occupation Gender Segregation," 2015-2018

Pamela Meyerhofer, committee member, "Estimating the Effects of Parental Involvement in Abortion Laws on Risky Sexual Behavior among Minors in the United States", 2017-2018

Undergraduate Advising:

Alden Aikins, Faculty Supervisor, ILR Credit Internship Program, Spring 2018

Organization:

Labor Economics Seminar, Cornell University, Organizer, 2016-present

Labor Work-in-Progress Workshop, Cornell University, Co-Founder, Faculty Organizer, 2015-present

Graduate Labor Reading Group, Faculty Advisor, 2015-2018

Graduate Placement Committee, Cornell University, Member, 2015-2016

Recruiting Committee, Cornell University, Member, 2016-2017

Computing Committee, Cornell University, ILR, Member, 2017-2018

MEDIA COVERAGE

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“When Family-Friendly Policies Backfire,” *The New York Times*, May 26, 2015.

“How Family-Friendly Policies Can Hurt Women’s Careers,” *Business Insider*, May 28, 2015.

“Family-Friendly Labor Policies Are Not Working. The Solution is Better Paternity Leave,” *Quartz*, May 27, 2015.

OTHER PROFESSIONAL EXPERIENCE

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Federal Reserve Bank of Minneapolis, Minneapolis, MN, 2014, *Dissertation Fellow*

Innovations for Poverty Action, Tamale, Ghana, 2010, *Evaluation Consultant*

Harvard University, Harvard Kennedy School, Center for International Development, Cambridge, MA, 2008-2009, *Research Assistant*

Board of Governors of the Federal Reserve System, Washington DC, 2007-2008, *Research Assistant*