

MALLIKA THOMAS

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ACADEMIC/ PROFESSIONAL APPOINTMENTS

Federal Reserve Bank of Minneapolis, Opportunity and Inclusive Growth Institute
Institute Research Economist, Sept. 2022-present
Visiting Scholar, Senior Economist, Feb. 2022-Aug. 2022

Brookings Institution, Economic Studies, David M. Rubenstein Fellow, 2020-2022

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, 2015-2021

EDUCATION

University of Chicago, Chicago, IL

Ph.D. Economics, June 2015

Fields of Specialization: Labor Economics, Personnel Economics, Human Capital/Economics of Education, 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

“The Impact of Mandated Maternity Benefits on the Gender Gap in Promotions: Examining the Role of Employer-Based Discrimination”

“Effects of Peer Groups on the Gender-Wage Gap and Life after the MBA: Evidence from the Random Assignment of MBA Peers”

“Explaining Earnings Inequality: Estimating the Value of Non-Wage Amenities” joint with Alexandre Mas

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

RESEARCH IN-PROGRESS

“The Effects of Grade Non-Disclosure on the Allocation of Jobs” joint with Michael Waldman

“Understanding the Child Earnings Penalty: New Evidence from Job Offer Data

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

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

“Banning the Grade: The Effect of Grade Non-Disclosure on Job Interviews and Offers for Minority Students”

PUBLICATIONS/ POLICY WORK

“Redesigning Unemployment Benefits: A Social Value-Based Approach,” Report, The Brookings Institution, May 2020, [Link](#)

“More than Relief: How Unemployment Insurance Can Limit Community Transmission – And What to Do Next,” Report, The Brookings Institution, April 2021, [Link](#).

“Ways to Redesign Unemployment Benefits,” in *Reopening America: How to Save Lives and Livelihoods*, John R. Allen and Darrell M. West eds., The Brookings Institution, May 2020, pp. 39-42, [Link](#).

“Around the Halls: Should Congress Extend Enhanced Unemployment Compensation?” with Lauren Bauer, Wendy Edelberg, Brad Hershbein, Tracy Hadden Loh, Annelies Goger, Gary Burtless, Molly E. Reynolds, and John Hudak, The Brookings Institution, Feb 2021, [Link](#).

PROFESSIONAL AFFILIATIONS

Affiliated Scholar, Federal Reserve Bank of Minneapolis, Opportunity and Inclusive Growth Institute, 2021-present

Affiliated Scholar, Future of the Middle Class Initiative, Brookings Institution, 2019-present

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

Faculty Affiliate, Cornell Population Center, 2015-2021

Faculty Affiliate, Institute on Health Economics, Health Behaviors and Disparities, 2015-2021

Faculty Member, Graduate Field of Economics, Cornell University, 2015-2021

Faculty Member, Graduate Field of Industrial and Labor Relations, 2016-2021

Faculty Member, Graduate Field of Policy Analysis and Management, 2017-2021

HONORS AND AWARDS

Federal Reserve Bank of Minneapolis, Opportunity and Inclusive Growth Institute Award, 2022
Rubenstein Fellow, The Brookings Institution, Economic Studies Program, 2020-present
Early Career Research Award, W.E. Upjohn Institute, 2021
Institute of Humane Studies, Hayek Fund for Scholars, Grant Award, 2021
Research Fellow, Princeton University, Industrial Relations Section, 2018-2019
Bruno Shayegani Sesquicentennial Faculty Fellow, Cornell University, 2017-2021
Cornell Institute for Social Sciences, \$6,000, Individual Award, 2016-2018
University of Wisconsin-Madison, Institute for Research on Poverty Visiting Scholar, Dec. 2015
American Economic Association 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 Merit Scholarship, 2003-2007

RESEARCH VISITS

Uppsala University – Department of Economics/ Institute for Evaluation of Labour Market and Education Policy (IFAU), September 2022
Federal Reserve Bank of Minneapolis, Opportunity and Inclusive Growth Institute, Feb-Aug 2022
The Brookings Institution, Economic Studies Section, January 2020 – January 2022
Princeton University, Industrial Relations Section, Fall 2019
University of Wisconsin-Madison, Institute for Research on Poverty, December 2015

PROFESSIONAL ACTIVITIES

Conferences and Invited Seminars (including scheduled):

University of Nebraska Lincoln – Applied Micro Seminar, Brookings Institution – Economic Studies, 2024

Bank of Italy – Gender Economics Workshop, Federal Reserve Bank of Minneapolis – Research Division Seminar, Association for Public Policy Analysis and Management (APPAM) Fall Research Conference, US Census Bureau’s Center for Economic Studies, 2023

Federal Reserve Bank of Minneapolis – Opportunity and Inclusive Growth Institute, Federal Trade Commission, Upjohn Institute, Society of Labor Economists Annual Meetings, Uppsala University – Department of Economics, Institute for Evaluation of Labour Market and Education Policy (IFAU) – Uppsala, Sweden, University of Bologna – Department of Economics, 2022

University of Maryland – Development, Labor, and Public Economics Seminar, Federal Reserve Bank of Minneapolis Fall Institute Research Conference, 2021

Columbia University, Society of Labor Economists EALE/SOLE/AASLE World Meetings, Population Association of America Annual Meeting, W.E. Upjohn Institute for Employment Research, 2020

Princeton University – Labor Economics Seminar, North American Summer Meetings of the Econometric Society, Brookings Institution – Economic Studies Section, 2019

UCLA Anderson School of Management, Western Economic Association Meetings, 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, Brookings Institution, Brown University, 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, 2023, 2016, 2015, 2013

American Economic Review, 2023, 2020

Journal of Labor Economics, 2020, 2019

American Economic Journal: Applied Economics, 2020

Quarterly Journal of Economics, 2018

Journal of Human Resources, 2018

Journal of Policy Analysis and Management, 2016

Conference Panels and Discussions:

Brookings Institution Conference on Economic and Social Mobility (“Opportunity after Neoliberalism”), 2022

National Tax Journal Symposium Reviewer/ Discussant, 2021

AEI-Brookings Paid Medical and Caregiving Leave Conference, Washington DC, Discussant, 2020

Eastern Economic Association, Washington DC, Discussant, 2016

Midwest Economic Association, Evanston, IL, Discussant, 2016

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

TEACHING

Junior Independent Research, Princeton University, 2018-2019

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

Guest Lecturer:

Applied Regression Analysis (Masters), Cornell University, “Understanding the Gender Gap in Promotions,” 2017

Non-Credit Instruction:

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

SERVICE

Graduate Advising:

Tung Dang, co-chair, “The Local Economic Impact of International Students: Evidence from US Commuting Zones,” 2017-2022

Jorgen Harris, committee member, “Do Wages Fall when Women Enter an Occupation? New Evidence using an Instrumental Variables Approach,” 2015-2019

Caroline Walker, committee member, “The Effect of Criminal Sentencing on Safety Net Caseloads,” 2016-2019

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

Qi Wu, summer graduate research advisor, “Beating the Clock: Early Versus Late Life Investments and the Career Choices of Women,” Summer 2017

Undergraduate Advising:

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

Departmental Service:

Fellowship Recruiting, Brookings Institution, 2020-2021

Cornell Faculty Summer Seminar Series, 2020

Labor Work-in-Progress Workshop, Cornell University, Founder, Faculty Organizer, 2015-2021

Labor Economics Seminar, Cornell University, Organizer, 2016-2018

Graduate Labor Reading Group, Cornell University, Faculty Advisor, 2015-2018

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

Recruiting Committee, Cornell University, Member, 2016-2017

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

MEDIA COVERAGE

“Why the U.S. Gender-Wage Gap Hasn’t Narrowed in Decades,” *Time Magazine*, June 5, 2023, [Link](#).

“Covid-19 and Expanded Unemployment Benefits,” *Public Health on Call*, Podcast, Johns Hopkins University, August 26, 2021, [Link](#).

“The States with the Best and Worst Unemployment Benefits – And Why They’re So Different,” *Forbes*, March 17, 2021, [Link](#).

“Family-Friendly Labor Policies Are Not Working. The Solution is Better Paternity Leave,” *Quartz*, May 27, 2015, [Link](#).

“When Family-Friendly Policies Backfire,” *The New York Times*, The Upshot, May 26, 2015, [Link](#).

“How Family-Friendly Policies Can Hurt Women’s Careers,” *Business Insider*, May 28, 2015, [Link](#).

OTHER PROFESSIONAL EXPERIENCE

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 Fellow*

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