

## Zoë B Cullen

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### **EMPLOYMENT**

- 2018- Assistant Professor, Harvard Business School
- 2018- Research Consultant, Microsoft Research Labs New England
- 2016-18 Chief Economist, Vietnam Technology and Commercial Joint Stock Bank
- 2006-09 Policy Analyst, RAND Corporation

### **EDUCATION**

Ph.D. in Economics, Stanford University, 2016

B.A. in Economics, Yale University, 2006

### **RESEARCH PAPERS**

*Schmoozing: Socialization and Success in the Workplace* (with Leonardo Bursztyn, Thomas Fujiwara, Amanda Pallais)

*Equilibrium Effects of Pay Transparency in a Simple Labor Market* (with Bobak Pakzad-Hurson)

*Outsourcing Tasks Online: Matching Supply and Demand on Internet Platforms* (with Chiara Farronato), *R&R Management Science*

*How Much Does Your Boss Make? The Effects of Salary Comparisons* (with Ricardo Perez-Truglia)

*The Salary Taboo: Privacy Norms and the Diffusion of Information* (with Ricardo Perez-Truglia)

### **SELECTED POPULAR PRESS**

*Wall Street Journal* (Aug 2018) My Boss Makes What!?

*The Atlantic* (Oct 2018), The Discomfort of Asking Coworkers About Their Salaries, Quantified

*Harvard Business Review* (Oct 2018) The Motivating (and Demotivating) Effects of Learning Others' Salaries

## **SCHOLARSHIPS, HONORS AND AWARDS**

2015-16 CCSRE Fellow (Stanford University)  
2013-14 E2A Research Challenge, UC Berkeley CEGA  
2008-09 Bradley Foundation Fellowship  
2005-08 Humanities in Medicine Program, Mount Sinai, New York  
2006 Rhodes Finalist  
2005-06 Phi Beta Kappa

## **SPEAKING INVITATIONS**

2017-2018 Harvard (Econ), Dartmouth (Econ), MIT Sloan, NBER Labor, NBER Digitization, NBER Personnel, UCLA Anderson, Brown (Econ), EIEF, Advanced Field Experiments Conference