

Mitchell Hoffman

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Employment

- 2020 – : **University of Toronto, Rotman School of Management**, Associate Professor with tenure
- 2021 – : Cross-appointed in the **University of Toronto Department of Economics**
- 2013-2020: **University of Toronto, Rotman School of Management**, Assistant Professor
- 2017-2018: **Stanford University, Stanford Institute for Economic Policy Research (SIEPR)**, Visiting Assistant Professor
- 2012-2013: **Yale University, Yale School of Management**, Postdoctoral Associate

Professional Affiliations

- 2022 – : **Director, NBER Personnel Economics Working Group**
- 2021-2022: **Co-Director (with Kathryn Shaw), NBER Personnel Economics Working Group**
- 2021 – : **Research Associate, National Bureau of Economic Research. Labor Studies & Productivity/Innovation/Entrepreneurship. Faculty Research Fellow in 2016-2021.**
- 2020 – : **Research Fellow, CEPR**
- 2019 – : **Invited Researcher, J-PAL North America, Work of the Future**
- 2019 – : **Lab Economist, Creative Destruction Lab**
- 2016 – : **Research Fellow, Behavioural Economics in Action (BEAR)**
- 2014 – : **Northwestern University Searle Center**, Workforce Science Faculty Affiliate

Education

- 2007-2012 Ph.D. Economics, University of California, Berkeley
- 2003-2007 B.A. Economics, Yale University

Fields

Labor Economics; Personnel & Organizational Economics; Behavioral Economics

Research

Refereed Publications

1. *Guido Friebel, Matthias Heinz, Mitchell Hoffman, Nick Zubanov*
“What Do Employee Referral Programs Do? Measuring the Direct and Overall Effects of a Management Practice,” *Journal of Political Economy*, 2023, Vol. 131(3), pp. 633-686.
2. *Zoë Cullen, Will Dobbie, and Mitchell Hoffman*
“Increasing the Demand for Workers with a Criminal Record,” *Quarterly Journal of Economics*, 2023, Vol. 138(1), pp. 103-150.
3. *Mitchell Hoffman and Steven Tadelis*
“People Management Skills, Employee Attrition, and Manager Rewards: An Empirical Analysis,” *Journal of Political Economy*, 2021, Vol. 129(1), pp. 243-285.
4. *Alan Gerber, Mitchell Hoffman, John Morgan, Collin Raymond*
“One in a Million: Field Experiments on Perceived Closeness of the Election and Voter Turnout,” *AJAJ-Applied*, 2020, Vol. 12(3), pp. 287-325.

5. *Mitchell Hoffman and Elizabeth Lyons*
“A Time to Make Laws and a Time to Fundraise? On the Relation between Salaries and Time Use for State Politicians,” *Canadian Journal of Economics*, 2020, Vol. 53(3), pp. 1318-1358.
6. *Mitchell Hoffman and Stephen Burks*
“Worker Overconfidence: Field Evidence and Implications for Employee Turnover and Firm Profits,” *Quantitative Economics*, 2020, Vol. 11(1), pp. 315-348.
7. *Mitchell Hoffman, Lisa B. Kahn, and Danielle Li*
“Discretion in Hiring,” *Quarterly Journal of Economics*, 2018, Vol. 133(2), pp. 765-800.
8. *Mitchell Hoffman*
“The Value of Hiring through Employee Referrals in Developed Countries,” *IZA World of Labor*, 2017, Vol. 369, pp. 1-8.
9. *Mitchell Hoffman, Gianmarco León, and María Lombardi*
“Compulsory Voting, Turnout, and Government Spending: Evidence from Austria,” *Journal of Public Economics*, 2017, Vol. 145, pp. 103-115.
10. *Mitchell Hoffman*
“How is Information Valued? Evidence from Framed Field Experiments,” *The Economic Journal*, 2016, Vol. 126(595), pp. 1884-1911.
11. *Stephen Burks, Bo Cowgill, Mitchell Hoffman, and Michael Housman*
“The Value of Hiring through Employee Referrals,” *Quarterly Journal of Economics*, 2015, Vol. 130(2), pp. 805-839.
12. *Mitchell Hoffman and John Morgan*
“Who’s Naughty? Who’s Nice? Social Preferences in Online Industries,” *Journal of Economic Behavior and Organization*, 2015, Vol. 109, pp. 173-187.
13. *Mitchell Hoffman*
“Does Higher Income Make You More Altruistic? Evidence from the Holocaust,” *Review of Economics and Statistics*, 2011, Vol. 93(3), pp. 876-887.

Working Papers

14. *Kevin Bryan, Mitchell Hoffman, and Amir Sariri*
“Information Frictions and Employee Sorting Between Startups,” September 2022. NBER WP 30449.
15. *Shai Bernstein, Emanuele Colonnelli, Mitchell Hoffman, and Benjamin Iverson*
“Life After Death: A Field Experiment with Small Businesses on Information Frictions, Stigma, and Bankruptcy,” February 2023. NBER WP 30933.
16. *Mitchell Hoffman and Stephen Burks*
“Training Contracts, Employee Turnover, and the Returns from Firm-sponsored General Training,” May 2017. NBER WP 23247. Revise & resubmit, *Journal of Labor Economics*.

Selected Work-in-Progress

17. *Guido Friebel, Matthias Heinz, Mitchell Hoffman, Tobias Kretschmer, Nick Zubanov*
“Is This Really Kneaded? Identifying and Eliminating Potentially Harmful Monitoring Practices.” Preliminary working paper in presentation mode.
18. *Mitchell Hoffman, Kathryn Shaw, and Christopher Stanton*
“Personnel Economics,” handbook chapter in preparation for the *Handbook of Labor Economics*, 2024.
19. *Zoë Cullen, Mitchell Hoffman, and Felix Koenig*
“How Do Firms Search for Workers Over Time?” Work-in-progress.

Teaching (f=Fall, s=Spring)

2016 and 2019 and 2021 and 2022 Rotman School of Management Teaching Award

MBA Core Business Strategy, University of Toronto, f2016.

Undergraduate Core Business Strategy, University of Toronto, s14, s15, s16, s19, s21, s22.

Ph.D. Models and Methods (2nd year PhD course in applied econometrics), University of Toronto, s14, s15, s16, s17, s19, s21.

Ph.D. Personnel Economics, s23.

Executive Education, People Analytics for HR, s22, s23.

MBA Elective: Competitive Strategy & the Internal Organization of the Firm, Yale SOM, s13, Guest Lecturer.

Visits

Fall 2018 Week-long Visitor, Columbia Business School

Spring 2017 Week-long Visitor, Hitotsubashi University

Fall 2009 Price Theory Scholar, University of Chicago GSB (1 quarter)

Selected Honors, Awards, & Fellowships

2021 Roger Martin Award for Excellence in Research

2020 Petro-Canada Young Innovator Award

2018 Excellence in Refereeing Award, *American Economic Review*

2017 Wharton People Analytics Conference, Research Paper Competition Finalist

2015 Wharton People Analytics Conference, 2nd Prize Paper

2011-2012 Kauffman Foundation Dissertation Award

Selected Research Grants

2022 Canada SSHRC Insight Grant (\$122,989 CAD)

2019 J-PAL North America research grant (\$102,440 USD), joint with Zoe Cullen and Will Dobbie

2018 Canada SSHRC Insight Grant (\$80,690 CAD)

2017-2018, 2019-2020 Michael Lee-Chin Family Institute Grant

2017-2018 Canada SSHRC Institutional Grant

2016-2017 Connaught New Researcher Award

2013 Canada SSHRC Insight Development Grant (\$72,677 CAD)

Academic Presentations

2023: Carnegie Mellon Tepper; MIT Sloan; NBER Organizational Economics; IIES; Uppsala.

2022: USC; UCSB; Rotman; WashU Olin; Duke; Northwestern Kellogg; GWU; Michigan; Virginia.

2021: Cornell Johnson; SOLE (x2); Barcelona GSE Org Econ; NBER SI Digitization; SITE; BU; Michigan.

2020: UT-Austin; Stanford; Toronto; NUS; National Bank of Belgium; IZA; Tinbergen Institute.

2019: Queen's Smith School of Business; NBER Organizational Economics; Toronto; Institutions & Innovation Conference.

2018: Stanford; Stanford GSB; Stanford Hiring Conference; UCSD; NBER SI Labor Studies/Personnel; Rotman; University of Alberta; Columbia; Columbia Business School; Boston College.

2017: SUNY Buffalo; Berkeley-Paris Organizational Economics Workshop; Stanford; NBER Organizational Economics; Hitotsubashi; Toronto Rotman; UC Davis; Georgia Tech; Frankfurt; Cologne.

2016: CIFAR; Rotman; NBER PIE; UCSB Trans-Pacific Labor Seminar; Hebrew University; Ben-Gurion; Munich Workshop on Natural Experiments and Controlled Field Studies; LMU Munich; SIOE;

Toronto; Rotman; SITE; Princeton; CEPR Workshop on Incentives, Management and Organisation; HEC Montreal; Wilfrid Laurier; MIT Empirical Management Conference; Wharton; PUC Chile.

2015: AEA; Wharton People Analytics Conference; U. Piura; AOM; eBay; Toronto; Queen's; Northwestern Searle; UBC Sauder; Northwestern Kellogg; Toronto; Stanford Empirical Management Conference.

2014: AEA; NBER Labor Studies; McGill; Rotman; SOLE; NYU Stern Econ. of Strategy Workshop; SED; NBER SI Labor Studies/Personnel; NBER SI Law & Econ; AOM(x2); Rotman; Toronto; Minnesota Carlson; Duke Strategy Conference; Institutions & Innovations Conference; Claremont Grad. U.

2013: Yale; eBay Research; Yale SOM; Society of Labor Economists; CRES Foundations of Business Strategy; IZA Conference on Behavioral Org Econ; Hannover; Toronto Rotman; Columbia; UCLA Anderson; RAND; USC Marshall; Toronto; NBER Organizational Economics.

2012: CMU; HBS (NOM & Strategy); Kellogg; Rotman; MIT; Columbia Business School; Yale SOM; Rochester Simon; UBC Sauder; Toronto; Arizona; OSU; Yahoo!; Stanford GSB; SOLE; Econometric Society; NBER SI Labor Studies/Personnel; NY Fed; SITE; Toronto; WashU Olin; Microsoft; Yale; Institutions & Innovations Conference; CIRPEE Conference on Subjective Expectations; LSE; Tilburg; Rotterdam.

2011: UC Berkeley; MPSA; Econometric Society; Chicago Initiative for Computational Economics (poster); SITE; UC Berkeley.

2010: UC Berkeley; RAND Brownbag; Wash U. Grad Conference; ESA Tucson.

2009: Yale Whitebox Advisors Conference; U. Chicago Micro Lunch; U. Chicago Labor Working Group.

Invited Lectures

"Incentives, Hiring, and Productivity," University of Piura Undergraduate Economics Lecture, April 2015.

Conference Organization

Co-organizer NBER Summer Institute Personnel Economics, Summer 2020-present (w/ Shaw or Sadun).
Program Committee, Society of Labor Economists Annual Meeting, 2022.

Program Committee, Society for Institutional & Organizational Economics Annual Meeting, 2018, 2019.
Organized sessions on organizational economics, AEA, 2014, 2015.

Organized session on "Organizational Strategy," Academy of Management PDW, 2014/08.

Paper Discussions

1. "The Value of Bosses" by Edward Lazear, Kathryn Shaw, and Christopher Stanton. AEA, 2013/01.
2. "Endogenous Matching in University-Industry Collaboration" by Banal-Estanol, Macho-Stadler, and Perez-Castrillo. Northwestern Conference on Innovation and Entrepreneurship, 2013/06.
3. "Learning Through the Lens of Your Job: Acquisition of Non-Transferable Human Capital by Employees" by Colleen Manchester and Qianyun Xie. LERA, 2017/01.
4. "The Impact of the Voting Rights Act on City Elections and Finances" by Richard Boylan. NBER SI (Law & Economics), 2017/07.
5. "Corporate Purpose and Firm Ownership" by Claudine Gartenberg and George Serafeim. Queen's Org Econ Conference, 2019/06.
6. "Employer Sorting and Immigrant Earnings Assimilation" by Benoit Dostie, Jiang Li, Daniel Parent, and David Card. The Models of Linked Employer-Employee Data Conference, 2019/10.
7. "The Wage Growth and Within-Firm Mobility of Men and Women: New Evidence and Theory" by Mary Ann Bronson and Peter Skogman Thoursie. NBER Org Econ, 2022/12.

PhD Student Advising (First Job / Year of PhD)

Students are from the Rotman PhD Program in Strategic Management unless stated otherwise.

1. Mariana Oseguera, chair (expected graduation in 2025)
2. Jieun Shin, committee member (expected graduation in 2024)
3. Daphné Baldassari, committee member (expected graduation in 2023)
4. Nicolas Gendron-Carrier, U.Toronto econ, external examiner (A.P., Dept. of Economics, McGill/ 2018)
5. Sandra Barbosu, committee member (Post-doc, Rotman School of Management / 2016)
6. Lei Xu, McGill econ, committee member (Digitization Postdoc, Toulouse School of Economics / 2016)
7. Prashant Shukla, Simon Fraser Strategic Management, committee member (Accenture / 2015)

Undergraduate Mentorship, with PhD Program Entered in Parentheses

Ania Jaroszewicz (Carnegie Mellon SDS, Fall 2014). Now postdoc at Harvard.

Service

Co-organizer, Rotman Strategy seminar (2016-2017, 2018-2019)
 Faculty recruiting committee (2018-2019)
 Organizer, Rotman Strategy brownbag (2015-2016)
 Organizer, Software Carpentry computing bootcamp for Rotman faculty and students (Oct. 6-7, 2014)
 PhD Admissions Committee (2014, 2015, 2016, 2017, 2019, 2021, 2022)

Miscellaneous

Referee: *AEJ: Applied*; *AEJ: Policy*; *AEJ: Micro*; *American Economic Review*; *AER: Insights*; *B.E. Journal of Theoretical Econ.*; Denmark Independent Research Fund; *Econometrica*; *Economic Inquiry*; *Economic Journal*; *European Economic Review*; *German Economic Review*; *ILR Review*; *Industrial Relations*; *International Economic Review*; *IZA World of Labor*; *Journal of Behavioral and Experimental Economics*; *Journal of Econometrics*; *Journal of Economic Behavior and Organization*; *Journal of Economic Literature*; *Journal of Economic Psychology*; *Journal of Economics & Management Strategy*; *Journal of the European Economic Association*; *Journal of Finance*; *Journal of Human Resources*; *Journal of International Business Studies*; *Journal of Labor Economics*; *Journal of Law, Economics, and Organization*; *Journal of Political Economy*; *Journal of Political Economy Microeconomics*; *Journal of Public Economics*; *Management Science*; *Organization Science*; *Quantitative Economics*; *Quarterly Journal of Economics*; *RAND*; *Review of Economic Studies*; *Review of Economics and Statistics*; Routledge Economics; Singapore Ministry of Education; *Strategic Management Journal*

US Citizen. Married, two children. DOB: 09/10/1985