KRISTY KIM

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BUSINESS ADDRESS:
Department of Economics
530 Evans Hall, #3880
Berkeley, CA 94720-3880

DESIRED RESEARCH AND TEACHING FIELDS:

PRIMARY	SECONDARY
Public Economics	Experimental Economics
Behavioral Economics	Labor Economics
Applied Microeconomics	

FIELDS OF CONCENTRATION: Public Economics, Behavioral Economics

DISSERTATION TITLE: "Essays in Behavioral Public Economics"

Expected Date of Completion:	May 2025
Principal Advisor:	Professor Emmanuel Saez
Other References:	Professors Dmitry Taubinsky and Danny Yagan

EDUCATION:

	DEGREE	DATE	FIELD
University of California, Berkeley	Ph.D.	2019-25	Economics
University of California, Berkeley	B.A.	2013-16	Economics

PAPERS:

"From Pensions to Personnel: The Incentive Effects of Retirement Benefits on Retention" [JMP] [Link]
With Caleb Wroblewski
Abstract: Private retirement plans are a crucial part of worker's compensation in the U.S. and have long been thought to influence labor supply. This study uses a cohort-based regression discontinuity design to examine how a change in the retirement plan at the largest U.S. employer, the Federal Government, impacted the retention of employees over the entire life cycle. We find that workers with less valuable employer pensions but more portable retirement benefits were more likely to separate from the government around 15 and 30 years after beginning federal service. We find smaller, statistically insignificant effects in the first few years of employment. We also find evidence that the effects are driven by highly productive workers, identified through supplemental compensation or early promotions. Our results suggest that employees respond to changes in the value of retirement benefits by leaving employers for better outside options, but that employees may be inattentive or job-locked early in their careers.

"Welfare and the Act of Choosing" [Link]
With Professors B. Douglas Bernheim and Dmitry Taubinsky, R&R at the *Journal of Political Economy*
Abstract: The standard revealed-preference approach to welfare economics encounters fundamental difficulties when the act of choosing directly affects welfare through emotions such as guilt, pride, and anxiety. We address this problem by developing an approach that redefines consumption bundles in terms of the sensations they produce, and measures welfare by blending choice-based methods with self-reported well-being techniques. In applications to classic social preferences paradigms, our approach shows that standard revealed-preference methods, including those that exploit choices over menus, mismeasure welfare because preferences depend on choice sets, while self-reported happiness and satisfaction are not sufficient statistics for welfare.

"Behavioral Responses to Taxation of Inherited Property" [work in progress, in preparation]
With Sarah Baker
Abstract: This paper investigates the intertemporal elasticity of inherited property in California. Using San Francisco and Los Angeles counties, we find that households accelerated inter-vivos property transfers to their children by about 13 to 18 months in response to a future tax increase. Properties in the top income decile neighborhoods were more responsive than other groups. As a consequence of wealthy households retiming their transfers to avoid taxes, our results imply a significant reduction in government revenue and an exacerbation of inequality in tax liabilities.

PROFESSIONAL EXPERIENCE:
   RESEARCH:
Graduate Student Researcher, UC Berkeley (2020 - 2022)
     Dmitry Taubinsky (UC Berkeley) and Ben Handel (Gilbert Center)

Research Professional, Booth School of Business at UChicago (2017 - 2019)
     Richard Thaler and Devin Pope [Project 1] [Project 2] [Project 3]

Investment Funds Case Assistant for the Fund Formation Group, Cooley LLP (2016 - 2017)

   TEACHING:
Graduate Student Instructor, Department of Economics, UC Berkeley
     MBA Data Analytics (MBA200A) - Fall 2023
     Intro to Economics (ECON2) - Spring 2023
     MBA Data Analytics (MBA200A) - Fall 2022

Tutor, Department of Economics, UC Berkeley
     Public Economics (ECON131) - Fall 2021
     Intro to Economics (ECON1) - Spring 2020
     Intro to Economics (ECON1) - Fall 2019

Reader, Department of Economics, UC Berkeley
     Graduate Psychology and Economic Theory (ECON219A) - Fall 2021

Reader, Booth School of Business at UChicago
     MBA Consumer Behavior [37101] - Winter 2018

FELLOWSHIPS AND AWARDS:
2024	Certificate in Teaching and Learning in Higher Education
2022	Center for Retirement Research at Boston College Dissertation Fellow
2020	National Science Foundation Graduate Research Fellowships Program Awardee
2016	Highest Distinction in General Scholarship and Highest Honors in Economics (summa cum laude)

ACADEMIC SERVICE:
Referee for: *Journal of Public Economics*

Small Grants Coordinator, Economists for Equity at Berkeley (2024)

Seminar Coordinator, UC Berkeley
   Psychology and Economics Seminar Series (2022 - 2023)
   Psychology and Economics Student Group (2022 - 2023)

Social and Community Development Chair, Economists for Equity at Berkeley (2021 - 2022)

Chair, Graduate Economics Association at UC Berkeley (2020 - 2021)

SEMINAR AND CONFERENCES:
2025	ASSA Annual Meetings
2024	New Directions in the Study of Labor at the Social Science Matrix
2024	UC Berkeley Public Finance Seminar, UC Berkeley Labor and Public Finance Symposium (x2)
2023	UC Berkeley Graduate Economics Mini Symposium (GEMS)
2022	UC Berkeley Haas Psychology & Economics Seminar

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EDUCATION

	DEGREE	DATE	FIELD
University of California, Berkeley	Ph.D.	2019 - 2025	Economics

- Center for Retirement Research at Boston College Dissertation Fellow ($28,000)
- National Science Foundation Graduate Research Fellowships Program Awardee ($145,000)
- Certificate in Teaching and Learning in Higher Education

	DEGREE	DATE	FIELD
University of California, Berkeley	B.A.	2013 - 2016	Economics

- Highest Distinction in General Scholarship and Highest Honors in Economics (summa cum laude)

SKILLS

Experimental Platforms: Qualtrics, Amazon Mechanical Turk, Prolific
Programming Languages: Stata (adv), R (adv), Python (prof), Javascript for experiments (prof), HTML (prof)
Applications: Adobe, Photoshop, Illustrator, Lightroom, Procreate
Specialties: Applied Economics, Causal inference, Machine learning, Experiments, Web scraping, Large Data

EXPERIENCE

PhD Dissertation Research   Jul 2019 - May 2025

Measured causal impact of workplace retirement benefits on employee retention on a panel of 100,000 workers, applying regression discontinuity and event study designs.

Estimated static and dynamic discrete choice models, revealing key mechanisms behind heterogeneous treatment.

Integrated multiple large‑scale datasets using AI‑powered ML algorithms (LinkTransformer) for record linkage; sourced supplementary data from government agencies and private firms to enhance coverage and accuracy.

[Paper link 1] [Paper link 2] [Paper link 3]

Graduate Student Instructor, Department of Economics, UC Berkeley   Aug 2022 - Dec 2023

MBA Data Analytics (MBA200A) - Fall 2023, Fall 2022; Intro to Economics (ECON2) - Spring 2023

Translated complex decision-making and machine learning tools into practical business insights for full-time and executive MBAs (e.g., regularization, random forests, RCTs), while guiding students in using R for data analysis, across varying skill levels.

Provided theoretical and intuitive foundation of economic principles to students who have not taken economics courses.

Graduate Student Researcher, UC Berkeley   Jan 2020 - Aug 2022

Developed behavioral welfare metrics by converting survey sentiments and choices into monetary utility values.

Designed and scaled online experiments with multiple treatment arms and nested randomization on >5,000 respondents.

Research Professional, Booth School of Business at UChicago   Jul 2017 - Jun 2019

Applied econometric techniques to large datasets, including granular geospatial mobility data, nationwide medical insurance claims, and online secondary marketplace data, to extract actionable insights for policy evaluation.

Conducted a large-scale audit study; automated web scraping and dispatching of 100,000+ emails via a custom API.

Produced detailed visualizations and reports to communicate findings to stakeholders.

[Project 1] [Project 2] [Project 3]

Investment Funds Case Assistant for the Fund Formation Group, Cooley LLP   Aug 2016 - Jun 2017

Facilitated the fund formations (GP/LP) for 11 international venture capital groups through IRS/FINRA/SEC legal filings.

Ensured federal regulatory compliance of multi-million dollar fund closes.

PRESENTATIONS

2024	New Directions in the Study of Labor at the Social Science Matrix
2024	UC Berkeley Public Finance Seminar, UC Berkeley Labor and Public Finance Symposium (x2)
2023	UC Berkeley Graduate Economics Mini Symposium (GEMS)
2022	UC Berkeley Haas Psychology & Economics Seminar

LEADERSHIP AND SERVICE

Referee for: *Journal of Public Economics*
Small Grants Coordinator, Economists for Equity at Berkeley (2024)
Seminar Coordinator, UC Berkeley: Psychology and Economics Seminar (2022 - 2023) and Student Group (2022 - 2023)
Social and Community Development Chair, Economists for Equity at Berkeley (2021 - 2022)
Chair, Graduate Economics Association at UC Berkeley (2020 - 2021)