

# Mitchell Hoffman

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## Employment

- 2013 – : **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

- 2016 – : **Faculty Research Fellow, National Bureau of Economic Research (Productivity, Innovation, and Entrepreneurship)**  
2016 – : **Research Fellow, Behavioural Economics in Action (BEAR)**  
2014 – : **Northwestern University Searle Center**, Faculty Affiliate

## Education

- 2007-2012 Ph.D. Economics, University of California, Berkeley  
References: David Card, Stefano DellaVigna, John Morgan, Steven Tadelis  
2003-2007 B.A. Economics (with honors), Yale University

## Fields

Labor Economics; Behavioral Economics; Organizational Economics; Productivity; Strategy

## Research

### *Publications*

1. *Mitchell Hoffman, Lisa B. Kahn, and Danielle Li*  
**Discretion in Hiring**, 2018. *Quarterly Journal of Economics*, 2018, Vol. 133(2), pp. 765-800.
2. *Mitchell Hoffman*  
**The Value of Hiring through Employee Referrals in Developed Countries**, *IZA World of Labor*, 2017, Vol. 369, pp. 1-8.
3. *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.
4. *Mitchell Hoffman*  
**How is Information Valued? Evidence from Framed Field Experiments**, *The Economic Journal*, 2016, Vol. 126(595), pp. 1884-1911.

5. *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.
6. *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.
7. *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*

8. *Mitchell Hoffman and Stephen Burks*  
**Worker Overconfidence: Field Evidence and Implications for Employee Turnover and Returns from Training**, February 2017. NBER Working Paper 23240.  
**Revise & Re-submit, Quantitative Economics.**
9. *Mitchell Hoffman and Stephen Burks*  
**Training Contracts, Employee Turnover, and the Returns from Firm-sponsored General Training**, May 2017. NBER Working Paper 23247.  
**Revise & Re-submit, Journal of Labor Economics.**
10. *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**, April 2018. NBER Working Paper 22571.  
**Revise & Re-submit, Labour Economics.**
11. *Mitchell Hoffman and Steven Tadelis*  
**People Management Skills, Employee Attrition, and Manager Rewards: An Empirical Analysis**, May 2018. NBER Working Paper 24360.
12. *Alan Gerber, Mitchell Hoffman, John Morgan, Collin Raymond*  
**One in a Million: Field Experiments on Perceived Closeness of the Election and Voter Turnout**, February 2018. NBER Working Paper 23071.
13. *Mitchell Hoffman and Elizabeth Lyons*  
**Do Higher Salaries Lead to Higher Performance? Evidence from State Politicians**, July 2015.
14. *Guido Friebel, Matthias Heinz, Mitchell Hoffman, Nick Zubanov*  
**What do Employee Referral Programs Do?**, preliminary working paper, June 2018.

### Teaching

*2016 Rotman School of Management Teaching Award*

MBA Core Business Strategy, University of Toronto, Fall 2016.

Undergraduate Core Business Strategy, University of Toronto, Spring 2014, Spring 2015, Spring 2016, Spring 2019.

Ph.D. Course in Applied Econometrics, University of Toronto, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2019.

MBA Elective: Competitive Strategy and the Internal Organization of the Firm, Yale School of Management, Spring 2013, Guest Lecturer.

MBA Course in Business Strategy, UC Berkeley, Spring 2011, Teaching Assistant for Gregory LaBlanc.

## 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)

## Research Grants

2018-2021    Canada SSHRC Insight Grant (\$80,690 CAD)  
 2017-2018    Canada SSHRC Institutional Grant  
 2017-2018    Michael Lee-Chin Family Institute Grant  
 2016-2017    Connaught New Researcher Award  
 2013-2015    Canada SSHRC Insight Development Grant (\$72,677 CAD)  
 2011          National Science Foundation Dissertation Completion Award  
 2011          Net Institute Grant  
 2011          Burch Center for Tax Policy and Public Finance Research Grant  
 2011          Center for Equitable Growth Research Grant  
 2011          Center of Evaluation for Global Action Small Grant  
 2010          Burch Center for Tax Policy and Public Finance Research Grant  
 2010          Center for Equitable Growth Research Grant  
 2009          Institute for Business and Economic Research Project Grant, UC Berkeley  
 2009          Russell Sage Foundation Behavioral Small Grant  
 2009          X-Lab Research Grant

## Honors, Awards, & Fellowships

2017          Wharton People Analytics Conference, Research Paper Competition Finalist  
 2015          Wharton People Analytics Conference, 2nd Prize Paper  
 2012          NBER Entrepreneurship Boot Camp participant  
 2011-2012    Kauffman Foundation Dissertation Award  
 2011          Initiative for Computational Economics participant  
 2011          Graduate Division Summer Award  
 2010-2011    Dean's Normative Time Fellowship, UC Berkeley  
 2008-2010    National Science Foundation IGERT Fellowship  
 2008-2009    Department of Homeland Security Graduate Fellowship (declined)  
 2007-2011    UC Berkeley Departmental Fellowship

## Invited Academic Presentations

2018-2019 (including planned): Toronto Rotman; Columbia.

2017-2018 (including planned): Toronto Rotman; UC Davis; Georgia Tech; Frankfurt University; University of Cologne; Stanford; Stanford Hiring Conference; UCSD; NBER Labor Studies / Personnel Economics (Summer Institute).

2016-2017: Toronto Rotman; Stanford Institute on Theoretical Economics; Princeton University; CEPR Workshop on Incentives, Management and Organisation; HEC Montreal; Wilfrid Laurier University;

MIT Empirical Management Conference; Wharton; Pontificia Universidad Catolica de Chile; SUNY Buffalo; Berkeley-Paris Organizational Economics Workshop; Stanford University; NBER Organizational Economics; Hitotsubashi University.

2015-2016: eBay Research; Toronto; Queen's University; Northwestern Searle; UBC Sauder; Northwestern Kellogg; Toronto; Stanford Empirical Management Conference; CIFAR; Toronto Rotman; NBER Productivity, Innovation, and Entrepreneurship; UC Santa Barbara Trans-Pacific Labor Seminar; Hebrew University; Ben-Gurion University; Munich Workshop on Natural Experiments and Controlled Field Studies; LMU Munich; Society for Institutional & Organizational Economics (Paris); Toronto.

2014-2015: Toronto Rotman; Toronto; Minnesota Carlson; Duke Strategy Conference; Institutions and Innovations Conference; Claremont Graduate University; AEA Meeting; Wharton People Analytics Conference; University of Piura; AOM.

2013-2014 : Toronto Rotman; Columbia; UCLA Anderson; RAND; USC Marshall; Toronto; NBER Organizational Economics; AEA Meeting; NBER Labor Studies; McGill; Toronto Rotman; Society of Labor Economists; NYU Stern Economics of Strategy Workshop; Society for Economic Dynamics; NBER Labor Studies / Personnel Economics (Summer Institute); NBER Law & Economics (Summer Institute); AOM(x2).

2012-2013: New York Federal Reserve Bank; Stanford Institute on Theoretical Economics; Toronto; WashU Olin; Microsoft Research; Yale; Institutions and Innovations Conference; CIRPEE/Laval Conference on Subjective Expectations; LSE; Tilburg; Rotterdam; Yale; eBay Research; Yale SOM; Society of Labor Economists; CRES Foundations of Business Strategy; IZA Conference on Behavioral Organizational Economics; Hannover.

2011-2012: Stanford Institute on Theoretical Economics; UC Berkeley; Carnegie Mellon SDS; Harvard Business School (NOM); Harvard Business School (Strategy); Northwestern Kellogg; Toronto Rotman; MIT; Columbia Business School; Yale SOM; Rochester Simon; UBC Sauder; Toronto; Arizona; Ohio State; Yahoo! Research; Stanford GSB; Society of Labor Economists; North American Summer Meeting of the Econometric Society; NBER Labor Studies / Personnel Economics (Summer Institute).

2010-2011: Washington University Graduate Conference; Economic Science Association (Tucson); UC Berkeley; Midwest Political Science Association; North American Summer Meeting of the Econometric Society; Chicago-Argonne Initiative for Computational Economics (poster).

2009-2010: University of Chicago Micro Lunch; University of Chicago Labor Working Group; UC Berkeley; RAND Labor and Population Brownbag.

2008-2009: UC Berkeley; Yale Whitebox Advisors Conference.

## Invited Lectures

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

## Conference Organization

Program Committee member, Society for Institutional & Organizational Economics Annual Meeting, 2018.

Organized session on "Organizational Economics," American Economic Association, January 2015

Organized session on "Organizational Strategy," Academy of Management Personal Development Workshop, August 2014

Organized session on "The Organization of Organizations," American Economic Association, January 2014

## Discussions

1. "The Value of Bosses" by Edward Lazear, Kathryn Shaw, and Christopher Stanton. Discussed for American Economic Association, January 2013.
2. "Endogenous Matching in University-Industry Collaboration: Theory and Empirical Evidence from the UK" by Banal-Estanol, Macho-Stadler, and Perez-Castrillo. Discussed for Northwestern Conference on Innovation and Entrepreneurship, June 2013.
3. "Learning Through the Lens of Your Job: Acquisition of Non-Transferable Human Capital by Employees" by Colleen Manchester and Qianyun Xie. Discussed for Labor and Employment Relations Association, January 2017.
4. "The Impact of the Voting Rights Act on City Elections and Finances" by Richard Boylan. Discussed for NBER Summer Institute (Law & Economics), July 2017.

## Selected Press Coverage

*Quartz*, 2017

*Wall Street Journal*, 2016

*The Economist*, 2016

*Marginal Revolution*, 2016

*Forbes*, 2016

*Washington Post*, 2015

*The Atlantic*, 2015

*Bloomberg*, 2015

*Wall Street Journal*, 2015

*Boston Globe*, 2015

*Boston Globe*, 2014

*Marginal Revolution*, 2013

*New York Times*, 2013 (twice)

*Wall Street Journal*, 2011

*Marginal Revolution*, 2011

*Forbes India*, 2011

## PhD Students (committee member or external examiner), with first placement in parentheses

Nicolas Gendron-Carrier (McGill Economics, Assistant Professor, 2018)

Sandra Barbosu (Rotman School of Management, Postdoc, 2016)

Lei Xu (Toulouse School of Economics, Digitization Postdoc, 2016)

Prashant Shukla (Accenture, 2015)

## Undergraduate Mentorship, with PhD Program entered in parentheses

Ania Jaroszewicz (Carnegie Mellon SDS, Fall 2014)

## Departmental Service

Co-organizer, Rotman Strategy seminar (2016-2017, 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)

## Miscellaneous

Reviewer for: *American Economic Journal: Applied Economics*; *American Economic Journal: Economic Policy*; *American Economic Review*; *B.E. Journal of Theoretical Economics*; *Econometrica*; *Economic Inquiry*; *Economic Journal*; *European Economic Review*; *German Economic Review*; *Industrial and Labor Relations Review*; *Industrial Relations*; *International Economic Review*; *IZA World of Labor*; *Journal of Behavioral and Experimental Economics*; *Journal of Economic Behavior and Organization*; *Journal of Economic Psychology*; *Journal of Economics & Management Strategy*; *Journal of the European Economic Association*; *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 Public Economics*; *Management Science*; *Organization Science*; *Quantitative Economics*; *Quarterly Journal of Economics*; *RAND Journal of Economics*; *Review of Economic Studies*; *Review of Economics and Statistics*; *Strategic Management Journal*

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