A L A N B E N S O N

MIT Sloan School of Management
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Updated: November 2012

DATE OF BIRTH: September 30, 1985 **CITIZENSHIP:** U.S.

PRIMARY INTEREST: My research examines how firms create and sustain competitive rents through employment practices, especially recruitment, incentives, and training

EDUCATION:

2013 (Exp.) Massachusetts Institute of Technology, Sloan School of Management
Ph.D., Management, Institute for Work & Employment Research

Dissertation: "Sustained Rents and Imperfect Labor Markets: Essays on Recruitment, Training, Job Mobility, and Incentives"

Professor Paul Osterman (Chair)
MIT Sloan School of Management
100 Main Street, E62-336
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Professor David Autor (Co-Chair)
MIT Department of Economics
50 Memorial Drive, E52-371
Cambridge, MA 02142-1347
(617) 258-7698
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Professor Thomas A. Kochan
MIT Sloan School of Management
100 Main Street, E62-334
Cambridge, MA 02142-1347
(617) 253-6689
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2007 Cornell University, School of Industrial and Labor Relations
B.S. in Industrial and Labor Relations (Honors), GPA 3.91
Thesis Title: "A Game Theoretic Approach to Social Dialogue"

2006 Oxford University, Pembroke College
Exchange student (one year) in Economics and Management

FELLOWSHIPS AND HONORS:

2012 Russell Sage Co-PI, "Is College Still Worth It?"
2012 64th LERA Meetings of the ASSA, Winner of Best Doctoral Student Paper
2008-Present Alfred P. Sloan Fellowship
2007-2008 MIT Presidential Graduate Fellowship

2007	Joel Seidman Memorial Prize, for "A Game Theoretic Approach to Social Dialogue"
2007	Irving M. Ives Award, for service to the ILR School
2007	Golden Key Outstanding Membership Award for Community Service
2005-2007	Hunter R. Rawlings III Cornell Presidential Research Scholarship
2004-2006	Undergraduate Academic Research Fellowship

PUBLICATIONS AND WORKING PAPERS:

Kochan, Thomas A., David B. Lipsky, and Mary Newhart, and Alan Benson. 2010. "The Long-Haul Effects of Interest Arbitration: The Case of New York State's Taylor Law." *Industrial and Labor Relations Review*, 64(4): 565-84.

Benson, Alan. 2013. "Firm-Sponsored General Education and Mobility Frictions: Evidence from Hospital Sponsorship of Nursing Schools and Faculty." *Journal of Health Economics* 32: 149-59.

Benson, Alan. "Re-Thinking the Two-Body Problem: The Segregation of Women into Geographically-Flexible Occupations." Revise & Resubmit at *American Journal of Sociology*.

Benson, Alan. "A Theory of Dual Job Search and Sex-Based Occupational Clustering." Under review.

Benson, Alan. "The (New) Economics of Staffing Registered Nurses." Under review.

Benson, Alan. "Do Agents Game their Agents' Behavior? Evidence from Sales Managers." Working paper.

Benson, Alan, Raimundo Estevan, and Frank Levy. "Is College Still Worth It? California Public Higher Education and the American Dream." Working Paper.

INVITED TALKS:

"Do Agents Game their Agents' Behavior? Evidence from Sales Managers."

- Wharton School of Business Conference on People and Organizations (Plenary), Fall 2012
- MIT Sloan Organizational Economics Lunch, Summer 2012
- MIT Economics Applied Microeconomics Lunch, Spring 2012

"A Theory of Dual Job Search and Sex-Based Occupational Clustering"

- Best Student Paper Competition Finalist Talk at the 68th LERA Meetings (Winner), Winter 2012
- Wharton School of Business Conference on People and Organizations (Plenary), Fall 2011
- MIT IWER Seminar, Fall 2011
- MIT Economics Labor Lunch, Fall 2011
- American Sociological Association Annual Meeting in Las Vegas, Summer 2011
- Academy of Management Annual Meeting in San Antonio, Summer 2011
- MOOD Doctoral Workshop in Economic Theory & Econometrics at the Einaudi Institute for Economics and Finance (EIEF) in Rome, Summer 2011
- IWAEE Conference in Catanzaro, Italy, Summer 2011
- Transatlantic Doctoral Conference (TADC) at London Business School, Summer 2011
- MIT Sloan Economic Sociology Working Group, Summer 2010
- MIT Sloan IWER Seminar, Spring 2010
- MIT Economics Labor Lunch, Spring 2010

"Firm-Sponsored General Education and Mobility Frictions: Evidence from Hospitals' Sponsorship of Nursing Schools and Faculty"

- Wharton School of Business Conference on People and Organizations, Summer 2009
- MIT Labor Economics Lunch, Spring 2009
- MIT Sloan IWER Seminar, Fall 2008

"The (New) Economics of Staffing Registered Nurses"

- American Rights at Work Conference at Georgetown University, Summer 2011

TEACHING:

Instructor for Graduate Mini-Courses

2009 - 2012 Sloan Fellows Math Review (MIT Sloan)

Teaching Assistant for Graduate Courses

2012 Power and Negotiations, John Richardson (Visiting MIT Sloan)
2012 Doctoral Seminar in Work & Employment, Thomas A. Kochan (MIT Sloan)
2010-2012 Managing and Leading People and Organizations, Paul Osterman (MIT Sloan)
2009 Power and Negotiations, Daniel J. Shapiro (Visiting MIT from Harvard Law School)
2008, 2009 Communicating with Data, Arnold Barnett (MIT Sloan)

Teaching Assistant or Sanctioned Tutor for Undergraduate Courses

2012 TA for Managerial Psychology, Dania Dialdin (Visiting MIT Sloan from Suffolk)
2008, 2010 TA for People and Organizations, Thomas A. Kochan (MIT Sloan)
2006 TA for Introduction to Policy Analysis, Jennifer Gerner (Cornell)
2006 Tutor for Introduction to Microeconomics (Cornell)
2006 Tutor for Introduction to Macroeconomics (Cornell)
2006 Tutor for Introduction to Statistics (Cornell)