

# DANIELA SCUR

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Date: January 2024

Citizenship: Canadian, Italian, Brazilian

Languages: English, Portuguese, Spanish, French

Research fields: organizational economics (primary), labor, development, education

## ACADEMIC APPOINTMENTS

- 2019-present Assistant Professor,  
*Cornell University, Dyson School of Applied Economics and Management*
- 2018-2019 Postdoctoral Research Fellow,  
*MIT Sloan School of Management, Initiative on the Digital Economy*
- 2017-2018 Research Fellow, RISE  
*University of Oxford, Blavatnik School of Government*

## EDUCATION

- 2017 Ph.D. in Economics, University of Oxford (Nuffield College)  
*Spring 2015 Visiting student, Stanford University*
- 2011 M.A. in Economics, University of Toronto
- 2007 B.A. in Economics and Political Science, University of Toronto (Trinity College)

## RESEARCH APPOINTMENTS, HONORS AND AWARDS

- 2024 Early Career Teaching Award (CALs, Cornell University)
- 2022-present Invited Researcher, JPAL Latin America and the Caribbean & North America
- 2018-present Research Affiliate, Centre for Economic Policy Research (CEPR)
- 2011-present Research Associate, Centre for Economic Performance (CEP, LSE)  
*(Research Officer between 2011-2018)*
- 2019-present Collaborator, Productivity Partnership (Canada)
- 2021 Jean F. Rowley Research Excellence Fund recipient, Cornell Dyson
- 2019 SIOE Ronald Coase Dissertation award finalist, Stockholm
- 2018 CASBS Summer Institute, Stanford University, USA
- 2014-2018 World Bank, Consultant
- 2015-2016 SSHRC Doctoral Scholarship, Canada
- 2013-2014 Economics Department Doctoral Studentship, University of Oxford, UK
- 2012-2013 Nuffield College Studentship, University of Oxford, UK
- 2010-2011 Research Associate, Harvard Business School

## PUBLICATIONS

### **Personnel Management and School Productivity: Evidence from India, accepted 2023.**

*The Economic Journal (forthcoming)*

with R. Lemos and K. Muralidharan

### **The effect of preserving job matches during a crisis, 2023.**

*Labour Economics, 84*

with Morten Bennedsen, Birthe Larsen and Ian Schmutte

### **Revisiting the World Management Survey in Strategy: Applications to Theory and Replication, 2023.**

*Strategy Science*

with Sarah Wolfolds

### **Building a productive workforce: the role of management practices, 2021.**

*Management Science, 67(12)*

with Chris Cornwell and Ian Schmutte

Media coverage: MIT Sloan Insights, Bloomberg News

## **The World Management Survey at 18: lessons for policy and the way forward, 2021.**

*Oxford Review of Economic Policy, 37(2)*

*with Nick Bloom, Renata Lemos, Raffaella Sadun and John Van Reenen*

## **International Data on Measuring Management Practices, 2016.**

*American Economic Association – Papers & Proceedings*

*with Nick Bloom, Renata Lemos, Raffaella Sadun and John Van Reenen*

## **The New Empirical Economics of Management, 2014.**

*Journal of the European Economic Association, 12(4)*

*with Nick Bloom, Renata Lemos, Raffaella Sadun and John Van Reenen*

## **WORKING PAPERS**

- Organizational Capacity and Profit Shifting (R&R, Journal of Public Economics)  
*with Katarzyna Bilicka*
- Measuring and Explaining Management in Schools: New Approaches Using Public Data (R&R, JPE Micro) *with Clare Leaver and Renata Lemos*
- Natural Laws of Management (preparing for submission to Science)  
*with Scott Ohlmacher, John van Reenen and world MOPS leaders*
- Pay Transparency and Mental Health (draft circulating)  
*with Morten Bennedsen, Margarita Tsoutsoura, Elena Simintzi and Daniel Wolfenzon*
- Displacement Events and Job-Driven Scarring (draft circulating)  
*with Fabiano Dal Ri and Ian Schmutte*
- The Ties that Bind: Implicit Contracts and the Adoption of Management Technology (draft circulating) *with Renata Lemos and Simon Quinn*  
*Media coverage: World Bank's Development Impact blog, LSE Business Review, VoxDev*  
*Awarded Accessit Best Paper at IOEA 2018*

## **WORK IN PROGRESS**

- School Management and Principal Training: Evidence from Puerto Rico (RCT completed, drafting stage) *with Gustavo Bobonis and Marco Gonzalez-Navarro*
- Managing Science: management in R&D labs (data collection stage)  
*with Pierre Azoulay, Paul Niehaus, Raffaella Sadun, John Van Reenen, Heidi Williams*
- Dampening Natural Disasters' Disruptive Effects on Firms and Labor Markets (data collection stage) *with Michael Best, Marina Da Justa Lemos and Renata Lemos*
- Managing shocks (drafting stage)  
*with Renata Lemos*
- Poaching, Raids, and Managerial Compensation (data analysis stage)  
*with Yi Chen and Thomas Jungbauer*

## **RESEARCH GRANTS**

*\* Approximate total to date: >\$2,900,000. Grant amounts rounded to the nearest thousand.*

2023

“Management in Scientific Labs”

*with P. Azoulay, M. Clancy, P. Collison, P. Niehaus, R. Sadun, J. van Reenen, C. Watney and H. Williams*

2022	Alfred P. Sloan Foundation (\$887,000) “Dampening Natural Disasters’ Disruptive Effects on Firms and Labor Markets”, with M. Best, M. Lemos and R. Lemos <i>JPAL JOI Brasil (R\$46,000), Cornell Center for Social Sciences (\$6,000)</i> <i>IGC (\$83,000)</i>
2022	“Equity in corporate boards: evidence from the pipeline of female directors in India”, with N. Kala <i>PCCW Affinito-Stewart Grants (\$10,000)</i>
2021	“Human Factors in Business”, with S. Wolfolds and M. Marx ( <i>\$120,000</i> )
2020	“Improving and Sustaining Management Practices in Public Schools: Evidence from Puerto Rico”: 3 grants, with G. Bobonis and M. Gonzalez-Navarro - <i>JPAL (\$250,000)</i> - <i>SSHRC (\$325,000)</i> - <i>JPAL (\$50,000)</i>
2019	“The capacity to be aggressive: profit shifting and management practices” <i>Cornell Center for Social Sciences (\$9,000)</i>
2019	“Management and labor sorting in family firms” <i>Smith Family Business Institute (\$10,000)</i>
2019	“Financial Management in Mozambique schools” with S. Sequeira and G. Xu <i>International Growth Centre (\$50,000)</i>
2015	“All in the family? The effect of family firm succession on firm organization” <i>PEDL Special PhD Exploratory Grants (\$50,000)</i>
2013	“Is poor management holding back African development?” with N. Bloom, R. Lemos, R. Sadun, J. Van Reenen <i>PEDL (\$500,000)</i>
2013	“Management in Brazilian Schools” with R. Lemos and J. Van Reenen <i>Fundação Itaú (\$120,000)</i>
2013	“Colombian management” with N. Bloom and R. Lemos <i>World Bank (\$40,000)</i>
2012	“Evaluating the quality of management practices in Nicaragua’s manufacturing sector” with N. Bloom and R. Lemos <i>IADB (\$80,000)</i>
2011	“Management practices in retail, education and healthcare in India” with N. Bloom and R. Lemos <i>IGC (\$100,000)</i>

## **PROFESSIONAL AND OTHER ACTIVITIES**

### Large data-collection projects:

2009-present	World Management Survey (WMS)
2013-present	Development World Management Survey (D-WMS)
2013-2015	Ownership Survey

### Conference organization and convening:

2017-present	Empirical Management Conference (annual)
2022-2023	Society for Labor Economists annual conference (organizing committee),
2022-2023	Society for Institutional and Organizational Economics annual conference (executive committee)
2017-2018	Research on Improving Systems of Education (RISE) annual conference

### Refereeing service:

Journals: *Quarterly Journal of Economics*, *American Economic Review*, *Review of Economic Studies*, *Journal of Political Economy*, *AEJ: Policy*, *Economic Journal*, *Review of Economics and Statistics*, *Management Science*, *Strategic Management Journal*, *Strategy Science*, *PNAS*, *Economica*, *Journal of the European Economics Association*, *Journal of Economics & Management Strategy*, *Journal of Economic Behavior and Organization*, *Journal of Law, Economics and Organization*, *European Management Journal*, *Economics of Education Review*,

*Oxford Bulletin of Economics and Statistics, Journal of Development Studies, Oxford Development Studies.*

Grants: *PEDL Major Grants, European Research Council (ERC Advanced Grant), FONDECYT (Chilean national grants agency), Russel Sage Foundation, National Science Foundation*

Diversity, Equity and Inclusion courses: ‘It Depends on the Lens’ search committee training, “The Interview” academic interview training.

Dyson service:

2019-present	Placement Committee
2020-present	Academic Achievement and Petitions Committee, Dyson professional skills workshop
2021	Undergraduate Studies Committee, Faculty sponsor of undergraduate groups (Hedge Fund group) AEP seminar culture panel, CICER Winter Research Program guest lecture, JGSB integrative case competition judge
2022	Faculty sponsor of undergraduate groups (Strategy group), seminar committee for Emerging Markets Institute, panel moderator for the Smith Family Business Institute annual conference, panelist for the Dyson Undergraduate Union research meeting, guest judge for Marketing Club, JGSB integrative case competition judge

Invited and contributed presentations: (scheduled in italics)

2024	<i>ASSA Annual meeting, Utah Winter Strategy Conference, George Washington University,</i>
2023	<i>NBER Organizational Economics spring meeting (discussant), MIT Organizational Economics lunch, SOLE annual conference (Philadelphia), ICSSI (Chicago), Decision Making in Firms – Big Data and Management Practices (Venice)</i>
2022	<i>Bocconi University, Cambridge University (Judge), NBER Summer Institute (discussant), Academy of Management Surveys PDW, Universidade de São Paulo (virtual), University of Toronto (Rotman), University of Minnesota, Empirical Management Conference</i>
2021	<i>Public Finance Seminar (virtual), CCC Corporate Dynamics (virtual), NBER Productivity fall meeting (virtual), Carnegie Mellon (virtual), Goethe Frankfurt (virtual), NYU (virtual), NBER Summer Institute (virtual, joint), Academy of Management Surveys PDW (virtual), Stockholm School of Economics (virtual), University of Virginia - Batten, NBER Tax Conference (virtual, joint), University of New South Wales (virtual), NABE conference (virtual), Boston University (virtual), SEA conference – Houston.</i>
2020	<i>NBER Productivity group spring meeting*, Canadian Economics Association Annual meeting*, Queen’s Organizational Economics Conference*, CSAE Seminar series (virtual), Society of Institutional and Organizational Economics annual conference (virtual), Brazilian Society of Econometrics seminar series (virtual), Econometric Society World Congress (virtual), CASBS seminar series (virtual), CCC Corporate Dynamics seminar (virtual), NBER Organizational Economics fall meeting (virtual).</i> <i>* Denotes invited to the program, but event cancelled due to COVID-19.</i>
2019	<i>Utah State, MIT Sloan, PUC Chile, CSAE Conference (Oxford), NBER Org meeting (Boston), RES Conference (Warwick), EsCOE workshop (London), SIOE conference (Stockholm), Academy of Management (Boston), IIPF conference (Glasgow), EEA (Manchester), Empirical Management Conference (DC).</i>
2018	<i>Ivey (Western U), Duke Fuqua, Cornell Dyson, Rotman School of Management (U Toronto), Ryerson University, Beedie (Simon Fraser U), McMaster University, Rabobank, CSAE Conference (Oxford), IOEA (Corsica), Columbia University, World Bank Authors workshop, EEA conference (Cologne), NYC Women in Business roundtable (co-chair), PUC Rio, FGV-EESP, Insper, RDC conference (Hamilton),</i>
2017	<i>Empirical Management Conference (Washington DC, USA), OxDev (Oxford, UK), Nobel Laureate Meeting (Lindau, Germany), Junior applied micro seminar (Toronto, Canada), Department seminar (University of Georgia, USA), PacDev (UC Riverside, USA), ILO seminar (Geneva, Switzerland), Said Business School seminar (Oxford, UK), CSAE Conference (Oxford, UK), ASSA Annual Meeting (Chicago, USA)</i>

2016	CSAE Conference (Oxford, UK), RES Annual Conference (Sussex, UK), RES Junior Researchers Symposium (Sussex, UK), Barcelona GSE Summer Forum (Barcelona, Spain), Consortium for Cooperation and Competition (Bocconi, Italy), RISE Annual Conference (Oxford, UK), Northeastern Brazilian Development Bank (Ceara, Brazil), EUDN Workshop (Brussels, Belgium), LAMES Annual Conference (Medellin, Colombia), Econometric Society winter meeting (Edinburgh, UK).
2015	Gorman Workshop (Oxford, UK), Applied micro lunch (Oxford, UK), Development work in progress seminar (Stanford, USA), IZA@DC Young Scholars Conference (Georgetown, USA), Applied micro seminar (UNSW, Australia), Empirical management conference (Stanford, USA)

## TEACHING

### Cornell

2020-present	AEM2601 – Strategy (Undergraduate) AEM6992 — Research and Methods (Masters)
2020-2021	AEM6991 — Research and Methods (Masters)

### Oxford

2016-2017	Guest Lecturer for Economics for Public Policy, Blavatnik School of Government, Oxford (Graduate, Master of Public Policy)
2014-2015	Teaching Assistant for Dr. Clare Leaver, Economics for Public Policy (Graduate) Teaching Assistant for Prof. Winnie Yip, Policy Evaluation Methods (Graduate)
2013-2015	Teaching assistant for Prof. James Forder, Econometrics I (undergraduate)
2014-2015	Teaching assistant for Dr. Xiaolan Fu, Quantitative Research Methods (Graduate)

### Toronto

2010-2011	Teaching assistant for Econometrics I (undergraduate) Teaching assistant for Prof. Frank Reid, Economics of Income Distribution (undergraduate)
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## STUDENTS

### PhD

Lakshita Sharma (co-chair, current)  
Ben Norton (committee member, current)  
Molly Ingram (committee member, current)  
Katya Potemkina (2023. Placement: Indiana University, KSB)

### Masters

Nicole Mensa (2022. Placement: WTO, Special Assistant & Gender Advisor to Director-General)

### Pre-docs

Carolina Abdalla (current)  
Rafael Rocha-Lima Bentes (2023. Placement: Masters program, U Chicago)  
Branham Culpepper (2022. Placement: PhD program, Cornell Dyson)  
Melanie Ackerman (2022. Placement: Data Scientist, Flagship)  
Artemis Yang (2021. Placement: PhD program, University of Zurich)  
Jihye Jang (2018. Placement: PhD program, Cornell Dyson)

### Undergrads

Vansh Gupta (2023. Placement: Charles River Associates)