

# DANIELA SCUR

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Date: July 2026

Citizenship: Canadian, Italian, Brazilian

Languages: English, Portuguese, Spanish, French

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

## ACADEMIC APPOINTMENTS

|              |                                                                                                                |
|--------------|----------------------------------------------------------------------------------------------------------------|
| 2026-present | Associate Professor,<br><i>Monash University, Department of Economics</i>                                      |
| 2019-2026    | Assistant Professor,<br><i>Cornell University, Charles H. Dyson School of Applied Economics and Management</i> |
| 2018-2019    | Postdoctoral Research Fellow,<br><i>MIT Sloan School of Management, Initiative on the Digital Economy</i>      |
| 2017-2018    | Research Fellow, RISE<br><i>University of Oxford, Blavatnik School of Government</i>                           |

## 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

|              |                                                                                                        |
|--------------|--------------------------------------------------------------------------------------------------------|
| 2026-present | Research Fellow, Centre for Economic Policy Research (CEPR)                                            |
| 2024         | Early Career Teaching Award (CALS, Cornell University)                                                 |
| 2022-present | Invited Researcher, JPAL Latin America and the Caribbean & North America                               |
| 2018-2025    | Research Affiliate, Centre for Economic Policy Research (CEPR)                                         |
| 2011-present | Research Associate, Centre for Economic Performance (CEP, LSE)<br>(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

**Measuring and Explaining Management in Schools: New Approaches Using Public Data, forthcoming.**

*JPE Micro*

with Clare Leaver and Renata Lemos

**The U.S. Research Talent Pipeline Is in Trouble, 2026.**

*Harvard Business Review*

with Pierre Azoulay and Raffaella Sadun

**The International Empirics of Management, 2024.**

*Proceedings of the National Academy of the Sciences (PNAS)*, 121(45) – lead author.

with Scott Ohlmacher, John Van Reenen, and the MOPS international team.

**Organizational Capacity and Profit Shifting, 2024.**

*Journal of Public Economics*, 238

with Katarzyna Bilicka

**Personnel Management and School Productivity: Evidence from India, 2024.**

*The Economic Journal*, 134(661)

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**

- Poaching, Raids, and Managerial Compensation (submitted)  
with Fabiano Dal-Ri, Yi Chen and Thomas Jungbauer
- Pay Transparency and Mental Health (preparing for submission)  
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
- Municipal state capacity and “day-to-day” floods (data collection stage) with Michael Best, Vansh Gupta and Renata Lemos

## SELECTED RESEARCH GRANTS

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

|      |                                                                                                                                                                                                                   |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2026 | "With AI, everyone is a manager", with Ben Leyden<br>Schmidt Sciences Foundation (\$10,000)                                                                                                                       |
| 2025 | "Impact of funding shocks to US scientists", with P. Azoulay, R. Sadun and H. Williams<br>Alfred P. Sloan Foundation (\$35,000)                                                                                   |
| 2023 | "Management in Scientific Labs"<br>with P. Azoulay, M. Clancy, P. Collison, P. Niehaus, R. Sadun, J. van Reenen, C. Watney and H. Williams<br>Alfred P. Sloan Foundation (\$887,000)                              |
| 2022 | "Dampening Natural Disasters' Disruptive Effects on Firms and Labor Markets",<br>with M. Best, M. Lemos and R. Lemos<br>JPAL JOI Brasil (\$8,000), Cornell Center for Social Sciences (\$6,000)<br>IGC (\$83,000) |
| 2022 | "Equity in corporate boards: evidence from the pipeline of female directors in India", with N. Kala<br>PCCW Affinito-Stewart Grants (\$10,000)                                                                    |
| 2021 | "Human Factors in Business", with S. Wolfolds and M. Marx (\$250,000)                                                                                                                                             |
| 2020 | "Improving and Sustaining Management Practices in Public Schools: Evidence from Puerto Rico": 3 grants, with G. Bobonis and M. Gonzalez-Navarro<br>- JPAL (\$250,000)<br>- SSHRC (\$325,000)<br>- JPAL (\$50,000) |
| 2019 | "The capacity to be aggressive: profit shifting and management practices"<br>Cornell Center for Social Sciences (\$9,000)                                                                                         |
| 2019 | "Management and labor sorting in family firms"<br>Smith Family Business Institute (\$10,000)                                                                                                                      |
| 2019 | "Financial Management in Mozambique schools" with S. Sequeira and G. Xu<br>International Growth Centre (\$50,000)                                                                                                 |
| 2015 | "All in the family? The effect of family firm succession on firm organization"<br>PEDL Special PhD Exploratory Grants (\$50,000)                                                                                  |
| 2013 | "Is poor management holding back African development?" with N. Bloom, R. Lemos, R. Sadun, J. Van Reenen PEDL (\$500,000)                                                                                          |
| 2013 | "Management in Brazilian Schools" with R. Lemos and J. Van Reenen<br>Fundação Itaú (\$120,000)                                                                                                                    |
| 2013 | "Colombian management" with N. Bloom and R. Lemos<br>World Bank (\$40,000)                                                                                                                                        |
| 2012 | "Evaluating the quality of management practices in Nicaragua's manufacturing sector" with N. Bloom and R. Lemos<br>IADB (\$80,000)                                                                                |
| 2011 | "Management practices in retail, education and healthcare in India" with N. Bloom and R. Lemos<br>IGC (\$100,000)                                                                                                 |

## PROFESSIONAL AND OTHER ACTIVITIES

### Large data-collection projects:

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

### Conference organization and convening:

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|--------------|------------------------------------------------------------------------------------------------|
| 2017-present | Empirical Management Conference (annual)                                                       |
| 2022,2025    | Society for Institutional and Organizational Economics annual conference (executive committee) |
| 2022-2023    | Society for Labor Economists annual conference (organizing 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*, *JPAL JOI-Brasil*

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

Invited and contributed presentations: (scheduled in italics)

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| 2026 | <i>Duke University</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 2025 | NBER Organizational Economics (spring meeting), Cornell ILR mini-conference, IOEA Summer Institute workshop, SOLE annual conference (Toronto), NBER Summer Institute, Monash University, Australia National University, Organizational Economics workshop (U Sydney), SIOE annual conference (UNSW, Sydney), FLX Labor Conference                                                                                                                                                                                                                                            |
| 2024 | ASSA Annual meeting, Utah Winter Strategy Conference, George Washington University, Georgetown University, McMaster University, NBER Organizational Economics meeting, Economics of Workplace Environment conference (Copenhagen), Bocconi, LUISS                                                                                                                                                                                                                                                                                                                            |
| 2023 | 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)                                                                                                                                                                                                                                                                                                                                                 |
| 2022 | 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                                                                                                                                                                                                                                                                                                                       |
| 2021 | 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.                                                          |
| 2020 | 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).<br>* Denotes invited to the program, but event cancelled due to COVID-19. |
| 2019 | 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).                                                                                                                                                                                                                                                                                    |
| 2018 | 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),                                                                                                                                                                                   |

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|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2017 | 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)                                                                 |
| 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

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|-----------|-------------------------------------------------------------------------------------------------------------------------------|
| 2024-2025 | AEM6992 — Research and Methods (Masters)<br>AEM7010 — The Hidden Curriculum (PhD)<br>NCCY5020 — Microeconomics for MBAs (MBA) |
| 2020-2024 | AEM2601 — Strategy (Undergraduate)<br>AEM6992 — Research and Methods (Masters)                                                |
| 2020-2021 | AEM6991 — Research and Methods (Masters)                                                                                      |

### Oxford

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|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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)<br>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

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

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|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PhD/Postdoc</b> | Lakshita Sharma (co-chair, current)<br>Ben Norton (committee member, current)<br>Anh Nguyen (2025. Placement: Vietnam National University)<br>Fabiano Dal-Ri (2025. Placement: IFC, World Bank Group)<br>Katya Potemkina (2023. Placement: Indiana University, KSB)                                                                                                                                                                                                                                                                                     |
| <b>Masters</b>     | Molly Ingram (2023. Placement: Minnesota Department of Employment and Economic Development)<br>Nicole Mensa (2022. Placement: WTO, Special Assistant & Gender Advisor to Director-General)                                                                                                                                                                                                                                                                                                                                                              |
| <b>Pre-docs</b>    | Luiza Tanoue Troncoso Peres (Placement: MSc, Imperial College London)<br>Felipe Macedo Dias (current)<br>Grace Chen (2025. Placement: Cornerstone Research)<br>Carolina Abdalla (2023. Placement: MPA, U Chicago)<br>Rafael Rocha-Lima Bentes (2022-2023. Placement: MA, U Chicago)<br>Branham Culpepper (2022. Placement: PhD program, Cornell Dyson)<br>Melanie Ackerman (2022. Placement: Data Scientist, Flagship)<br>Artemis Yang (2021. Placement: PhD program, University of Zurich)<br>Jihye Jang (2018. Placement: PhD program, Cornell Dyson) |
| <b>Undergrads</b>  | Vansh Gupta (2023. Placement: Charles River Associates; MIT Sloan PhD 2025)                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

