

CONSTANÇA ESTEVES-SORENSEN

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POSITIONS:

Assistant Adjunct Professor, UCLA Anderson School of Management, 2020-Present

Senior Lecturer, Yale School of Management, 2017-2020

Assistant Professor of Management, Yale School of Management, 2009-2017

- Maternity leaves: 2011-2012
2013-2014

EDUCATION:

2009 PhD Business and Public Policy, Haas School of Business, UC Berkeley
2006 MA Economics, Econometrics and Economic Theory fields, UC Berkeley
1999 MBA, Stanford Graduate School of Business, Stanford University
1994 BA Finance with Honors (top 3% of class), Institute of Managerial Sciences, Lisbon
University, Portugal

RESEARCH INTERESTS:

Behavioral Economics, Personnel and Labor Economics

PUBLISHED AND FORTHCOMING PAPERS:

Do Monetary Incentives Undermine Performance on Intrinsically Enjoyable Tasks? A Field Test
(with Robert Broce), *Review of Economics and Statistics*, forthcoming

Gift Exchange in the Workplace: Addressing the Conflicting Evidence with a Careful Test,
Management Science, September 2018, Vol. 64, Issue: 9, pp. 3971-4470

Micro-costs: Inertia in Television Viewing (with Fabrizio Perretti), *The Economic Journal*,
September 2012, Vol. 122, Issue: 563, pp. 867-902

The Gender Earnings Gap for Physicians and its Increase Over Time (with Jason Snyder),
Economic Letters, July 2012, Vol. 116, pp. 37-41.

WORKING PAPERS:

Employee Screening, Shirking Deterrence and Gift Exchange: an Empirical Test (with Vincent Pohl and Ernesto Freitas)

SELECT PRESENTATIONS:

2017 Midwestern Economics Association (Cincinnati)
2016 Society of Labor Economists Meetings (Seattle)
2016 MIT Organizational Economics Lunch
2014 Berkeley Economics Department
2014 Berkeley Economics Department
2013 NBER Summer Institute 2013
2013 Stanford Theoretical Economics Institute
2013 Cornell University Economics Department

HONORS AND AWARDS:

2012 Whitebox Behavioral Research Grant, Yale University
2011 Small Grants Program in Behavioral Economics Grant, Russell Sage Foundation
2011 Whitebox Behavioral Research Grant, Yale University
2009 Crawford Dissertation Fellowship, UC Berkeley
2008 Pinto Fialon Fellowship, UC Berkeley
2007 Pinto Fialon Fellowship, UC Berkeley
2006 Crawford Research Assistantship, UC Berkeley
2005 Outstanding Graduate Student Instructor Award, UC Berkeley
2004 Bradley Fellowship, UC Berkeley

REFEREE SERVICE:

American Economic Review, Berkeley Electronic Press Journals, The Economic Journal, Industrial and Corporate Change, Journal of the European Economic Association, Journal of Law, Economics and Organization, Journal of Political Economy, Management Science, Review of Economic Studies, Review of Industrial Organization.

TEACHING EXPERIENCE:

Yale School of Management, Yale University
 Statistics using Stata (MBA)
 Stata Training (MBA)

Survey Design and Analytics (MBA)

NON-ACADEMIC EMPLOYMENT:

1999-2001 The Boston Consulting Group, Consultant, Los Angeles, CA
1994-1997 Procter & Gamble, Assistant Brand Manager, Lisbon, Portugal
1986-1990 Setter, National Volleyball Team, Portugal

OTHER INFORMATION:

Affiliations: American Economic Association

Languages: Fluent in Portuguese, English and Spanish. Conversant in French and Italian.

Citizenships: Portugal, U.S.A.