

## SIFAN ZHOU

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**Personal Information: Citizenship:** China (F-1 Visa); **Date of Birth:** January 25, 1989; **Sex:** Female

### **Education:**

**Ph.D. in Economics**, University at Albany, SUNY, Albany, NY Expected: June 2015

Committee: Richard Freeman, Gerald Marschke, Michael Jerison

**BA in Economics and Mathematics with Honors**, Xiamen University, China. 2009

### **Research and Teaching Fields:**

**Primary:** Labor Economics, Industrial Organization

**Secondary:** Innovation Policy, Economics of Science and Technology, Economic Geography

### **Research Papers:**

**“Where do firms open R&D labs in the U.S.?”**

- *Supported by NSF Doctoral Dissertation Research Improvement Grant: 1324282*

**“Why do women life scientists receive fewer citations than men do?”** (With Richard Freeman)

**“Covenants not to Compete and the Labor Market of Scientists and Engineers”**

- *Awarded Pong S. Lee Endowment Award for Outstanding Research, University at Albany*

### **Research Experience:**

**Research Fellow** Labor and Worklife Program at Harvard Law School 2012- Present

**Research Assistant** National Bureau of Economic Research, to Richard Freeman 2012- Present

University at Albany, SUNY, to Gerald Marschke 2012- Present  
Summer 2011

### **Teaching Experience:**

**Instructor**, University at Albany

Principles of Economics I: Microeconomics. Spring, 2012

- *Awarded Pong S. Lee Award for Excellence in First-Year Teaching, University at Albany*

**Teaching Assistant**, University at Albany

Labor Economics and Microeconomics, for Professor Gerald Marschke Fall, 2011

Microeconomics II, for Professor Michael Jerison (Doctoral Level) Spring, 2011

Mathematical Economics, for Professor Kwan Koo Yun (Doctoral Level) Fall, 2010

Math for Economists, for Professor Huaming Peng Spring, 2010

Economic Statistics, for Professor Terrence Kinal Fall, 2009

### **Honors, Fellowships and Grants:**

NSF Doctoral Dissertation Research Improvement Grant: 1324282	2013-2014
LWP Fellowship, Labor and Worklife Program at Harvard Law School	2012- Present
Pong S. Lee Endowment Award for Outstanding Research, University at Albany	Dec. 2012
Pong S. Lee Award for Excellence in First-Year Teaching, University at Albany	Sept. 2012
Outstanding Performance on Preliminary Comprehensive Examinations, University at Albany	Sept. 2010
Outstanding Graduate, Xiamen University, China	2009
Excellent Student Scholarship, Xiamen University, China	2006,2008,2009
National Excellent Student Scholarship, China Ministry of Education	2007

### **Seminar and Conference Presentations:**

Economics of Science and Engineering Workshop, Harvard, Cambridge, MA	Oct. 2014
Econometrics Workshop, Department of Economics, University at Albany, Albany, NY	Sept. 2014
Research Data Center Annual Research Conference, Census Headquarters, Washington, DC	June 2014
Economics of Science and Engineering Workshop, Harvard, Cambridge, MA	Dec. 2013
Collaboration Workshop, NBER, Cambridge, MA	June 2013

**Languages:** English (proficient), Chinese Mandarin (native)

**Research Tools:** STATA, SAS, UNIX, Python, MySQL and ArcGIS

### **References:**

#### **Richard Freeman (Chair)**

Herbert Ascherman Professor of Economics  
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#### **Michael Jerison (Advisor)**

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#### **Placement Director**

#### **Kajal Lahiri**

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## **Research Paper Abstracts:**

### **“Where do firms open R&D labs in the U.S.?”**

**Abstract:** The lasting prosperity enjoyed by high-tech clusters such as Silicon Valley has inspired regional policy makers to experiment with expensive policies such as investment in universities or adjusting R&D tax credits in order to attract industrial R&D and invigorates local economies. This paper studies how firms locate new R&D labs in the U.S. given the pre-existing business, innovation and policy environment using the Longitudinal Business Database (1977-2001). I find that firms have a strong tendency to locate their new R&D labs close to their pre-existing operations, including manufacturing, services and wholesale plants. Firms also tend to open new R&D labs in Economic Areas that have lots of patents relevant to the firms' own businesses. Local basic research, as measured by the number of local journal articles, does not significantly attract new R&D labs, possibly because they are farther away from industrial application than patents are. Generous R&D tax credits also attract new R&D labs. These results are robust when the local economy size, local income level, local agglomeration of a focal firm's industry and Economic Area fixed effects are controlled for.

### **“Why do women life scientists receive fewer citations than men?” (With Richard Freeman)**

**Abstract:** It has long been documented that women in academia publish less frequently than men do. A natural question to ask is: do women publish better papers. We study a large sample of journal articles from MEDLINE published between 2002 and 2007, and find that articles written by women receive fewer forward citations than those by men do. This gender citation gap exists even when two articles are published in the same journal. Observable gender differences in academic field, collaboration style, experience, and institutional prestige can explain two thirds of the citation gap. Closer examination of who are citing men versus women reveals that both genders are more likely to be cited by authors of the same gender. Citations from distant citing author (foreign, or outside the cited author's collaboration network) are more gender-neutral than citations from close citing author (domestic, or inside the cited author's collaboration network). Given that there are more active male researchers than female and male publish more frequently, the "gender-non-neutral" citation behavior will leave women at a disadvantage in getting citations even when articles written by the two genders have similar qualities.

### **“Covenants not to Compete and the Labor Market of Scientists and Engineers”**

**Abstract:** Covenants not to compete (CNC) are legal contracts employers use to restrain ex-employees from joining a firm or starting a business in competition with them in a specific geographical area for a period of time. In the U.S., the enforcement of CNC varies across states and over time. This paper uses a two period optimal contract model to analyze the effects of CNC enforcement on the mobility, the starting wage and the within job wage growth of scientists and engineers working for the industry. The model suggests that stricter CNC enforcement reduces labor mobility, increases starting wage and flattens workers' wage growth. I then use the inadvertent change in CNC enforcement occurred in Michigan in 1985 as a natural experiment to test these predictions, with data from the Survey of Doctorate Recipients. The results suggest that, for scientists and engineers working for the industry, stronger CNC enforcement indeed reduces intra-state mobility, but does not affect starting wage or wage growth significantly. This is possibly because higher initial compensation takes forms other than higher wage, such as signing bonus.