

ANNA STANSBURY

email: amms@mit.edu

website: annastansbury.com

ACADEMIC POSITIONS

MIT Sloan School of Management

Assistant Professor, Work and Organization, Studies, 2021-present

W. Maurice Young Career Development Assistant Professor, 2025-present

Class of 1948 Career Development Assistant Professor, 2022-2025

Core Faculty, Institute for Work and Employment Research, MIT Sloan, 2021-present

AFFILIATIONS

Nonresident Senior Fellow, Peterson Institute for International Economics

Research Affiliate, IZA@LISER Network

Research Affiliate, Rockwool Foundation – Institute for the Economy and Future of Work

Research Affiliate, MIT Stone Center on Inequality and Shaping the Future of Work

Affiliated Scholar, Stone Center on Socio-Economic Inequality, CUNY Graduate Center

EDUCATION

PhD in Economics, Harvard University, 2016-2021

Dissertation: *“Essays on Power in Labor Markets”*.

Upjohn Institute Award for “best PhD dissertation on employment-related issues”.

Master in Public Policy, Harvard Kennedy School, 2013-2015

BA in Economics, Cambridge University, 2010-2013

First class degree. Adam Smith prize for (joint) best performance in Economics

WORKING PAPERS & WORK IN PROGRESS

“[Minimum Wages and Workplace Injuries](#)” (with R. Jisung Park and Michael Davies)

Working Paper, updated May 2025.

“[Better Outside Options Reduce Workplace Injuries](#)” (with R. Jisung Park and Paul Stainier).

Working Paper, October 2025.

“The Class-Origin Pay Gap: Five facts from English administrative data” (with Julia Diniz, Richmond Egyei, and Gregory Thwaites)

“The Class Gap in Career Progression: Evidence from a US tech company” (with Sam Friedman and Hanson Han).

“Who plays politics at work? Understanding the first-gen promotion gap in US Tech” (with Sam Friedman).

“Outside Options and Occupational Mobility” (with Gregor Schubert and Bledi Taska).
(Note: this is a substantially revised version of analyses from working paper “Employer Concentration and Outside Options”)

ACADEMIC PUBLICATIONS

“[Employer Concentration and Wages: Evidence from Large Firms’ Hiring Shocks](#)” (2026) (with Gregor Schubert and Bledi Taska)
American Economic Journal: Economic Policy, conditionally accepted.
(Note: this is a substantially revised version of analyses from working paper “Employer Concentration and Outside Options”)

“[Who Pays for Unions?](#)” (2026) (with Samuel Dodini and Alexander Willén)
Quarterly Journal of Economics, forthcoming.

“[The Class Gap in Career Progression: Evidence from Academia](#)” (2026) (with Kyra Rodriguez)
Econometrica 94(4).

“[A Retrospective Analysis of the Acquisition of Target’s Pharmacy Business by CVS Health: Labor Market Perspective](#)” (2026) (with Enas Farag, Alaa Abdelfattah, Chris Compton, and Marshall Steinbaum)
Review of Economics and Statistics 1-46.

“[Incentives to Comply with the Minimum Wage in the US and UK](#)”. (2025)
ILR Review, 78(1), 190-216.

“[The Economics Profession’s Socioeconomic Diversity Problem](#)” (2023) (with Robert Schultz).
Journal of Economic Perspectives, Fall 2023.

“[Tackling the UK’s Regional Economic Inequality: Binding constraints and avenues for policy intervention](#)”. (2023) (with Daniel Turner and Ed Balls) *Contemporary Social Science* 18 (3-4).

“[Gender Gaps in South Korea’s Labor Market: children explain most of the gender employment gap, but little of the gender wage gap](#)” (2023) (with Jacob Funk Kirkegaard and Karen Dynan).
Applied Economics Letters, May 2023.

“[Productivity and Pay in the United States and Canada](#)”. (2021) (with Jacob Greenspon and Lawrence H. Summers)
International Productivity Monitor, Fall 2021.

“[The Declining Worker Power Hypothesis: An explanation for the recent evolution of the American economy](#)” (2020). (with Lawrence H. Summers)
Brookings Papers on Economic Activity, Spring 2020.

“Productivity and Pay: Is the link broken?” (2019) (with Lawrence H. Summers).
Chapter 8 in [Facing Up to Low Productivity Growth](#), Eds. Adam Posen and Jeromin Zettelmeyer.
Peterson Institute for International Economics: Washington DC.

OTHER PUBLICATIONS / RESEARCH REPORTS

[“Under the Wage Floor: Exploring firms’ incentives to comply with the minimum wage”](#) (2020) (with Lindsay Judge). *Resolution Foundation Briefing Note*, 2020.

[“Central Bank Independence Revisited: After the financial crisis, what should a model central bank look like?”](#) (2016) (with Ed Balls and James Howat). *Harvard Kennedy School MRCBG Associate Working Paper 67* (updated version: HKS MRCBG WP 87).

HONORS, SCHOLARSHIPS, & FELLOWSHIPS

2024	Upjohn Institute Early Career Research Award
2023	Poets & Quants 40 under 40 MBA professors
2022	MIT Outstanding Teacher Award
2022	European Economic Association Career Structures Initiative Grant
2021	BusinessBecause 10 MBA Professors to Watch in 2022
2021	Upjohn Institute Dissertation Award (First Place)
2021	Russell Goldsmith Graduate Student Aid Fellowship, Harvard
2019	Washington Center for Equitable Growth Doctoral Grant
2017-21	Stone Ph.D. Scholar in Inequality and Wealth Concentration, Harvard
2015	Harvard Certificate of Distinction in Teaching (2015, 2016, 2019)
2013-15	Kennedy Memorial Scholarship to Harvard
2013	Adam Smith Prize (joint) for Best Performance in Economics, Cambridge Uni.

TEACHING EXPERIENCE

MIT Sloan (as assistant professor)

2022-26	15.677 <i>Labor Markets and Employment Policy</i>
2022-26	15.662 <i>People and Profits: Shaping the Work of the Future</i>
2021	Team Project Faculty Advisor, 15.311 <i>Organizational Processes</i>

Harvard (as graduate student)

2015-20	Head Teaching Fellow and/or Teaching Fellow for <i>The Political Economy of Globalization</i> (Lawrence Summers & Robert Lawrence) (2015, 17, 18, 19, 20)
2020	Teaching Fellow for <i>The Financial Crisis and Great Recession</i> (Karen Dynan).
2017	Course Assistant for <i>Inside Government</i> (Lawrence Summers & Cass Sunstein)
2015, 16	Teaching Fellow for <i>American Economic Policy</i> (Martin Feldstein, Jeff Liebman, Kate Baicker & Lawrence Summers)
2014	Course Assistant for <i>Great Powers in the Global System</i> (Nicholas Burns)
2014	Teaching Fellow for <i>Game Theory</i> (Janina Matuszeski)

PROFESSIONAL ACTIVITIES

Invited academic seminars

2026	UC Berkeley Labor Economics; UCL Applied Seminar; UC Santa Cruz
2025	Princeton Labor Seminar; LSE Applied Seminar; Columbia Labor/Public Seminar; MIT Sloan Applied Economics Seminar; University of Michigan Labor-Business Economics Seminar; Upjohn Institute; LinkedIn Economics Seminar; Research Network on Intergenerational Mobility Seminar.

- 2024 UC Berkeley Labor Economics*; San Francisco Federal Reserve*; UC Santa Cruz Macroeconomics*; UCL Social Research Institute; Upjohn Institute; Utrecht School of Economics*; Vienna University Economics of Inequality Institute*; Berlin Applied Micro Seminar*; UK Competition and Markets Authority.
- 2023 Wharton Human and Social Capital; Harvard Kennedy School Economic and Social Policy; Federal Reserve Board Macroeconomics; U Mass Amherst; Bank of England; CUNY Graduate Center Applied Economics; Harvard Growth Lab; Institute for Fiscal Studies; University of Manchester Productivity Institute; MIT Organizational Economics.
- 2022 Brown University; Chicago Federal Reserve; University of Nevada Reno; U Mass Boston; UC Santa Barbara; University of Stockholm; Stockholm School of Economics; NHH Bergen; Ohio State; UK National Institute for Economic and Social Research; King's College London.
- 2021 Chicago Booth; Oxford University; London School of Economics; Central Bank of Ireland; Federal Trade Commission; UT Austin Macroeconomics; Berlin Schumpeter-BSE Seminar; University of Copenhagen & Copenhagen Business School Macroeconomics; MIT Sloan Economics, Finance, and Accounting; Georgetown & George Mason Law and Economics; Upjohn Institute; MIT Macroeconomics; University of Virginia Microeconomics; Queen Mary University London Centre for Research in Equality & Diversity; Wayne State University.
- 2020 Oxford Blavatnik School; MIT Institute for Work and Employment Research; OECD Employment, Labour, and Social Affairs; Labor and Finance Online Seminar; MIT Institute for Work and Employment Research; Harvard Growth Lab.
- 2018 European Central Bank Wage Expert Group; European Central Bank Directorate General Economic Developments.

Conference presentations & other presentations

- 2026 CEP-IFS Labour Conference (keynote); Nottingham Labour Workshop (keynote); Warwick CAGE/IFS Unlocking UK-Wide Growth Conference; SOLE*; APPAM; HKS Labor Standards Workshop.
- 2025 NBER Summer Institute Labor Studies; SOLE*; Berkeley Minimum Wage and Monopsony Conference*; FAIR Labor Workshop; American Economic Association; LERA at ASSA; Econometric Society at ASSA; Princeton Northeast Labor Symposium; Arenagruppen; UK Department for Business and Trade; Stone Center Dialogue on Inequality in the History of Economic Thought.
- 2024 NBER Summer Institute Science of Science Funding; NBER Wage Dynamics in the 21st Century; NBER Organizational Economics; CEPR Annual Symposium in Labour Economics; CEPR Paris Symposium; Chicago Women in Empirical Microeconomics; Opportunity Insights Annual Conference; International Science of Science Conference*; Wharton People and Organizations*; American Economic Association; LERA at ASSA; Eastern Economic Association*; European Economic Association Career Structures conference*; Columbia Non-Market Effects of Market Power; BC-MIT Workshop on Worker and Employer Power.
- 2023 Wharton People and Organizations; Academy of Management; Eastern Economic Association; Economists for Inclusive Prosperity conference; Collective Bargaining in the 21st Century conference; UK Treasury; Welsh Treasury; UK Ministry for Housing, Communities, and Local Government.
- 2022 NBER Wage Dynamics in the 21st Century Conference; LERA Annual Meeting; ECINEQ Meeting; Washington Centre for Equitable Growth Grantee Conference; PIIE.

2021	Wharton People and Organizations; Federal Reserve Conference on Diversity and Inclusion; LERA Annual Meeting; PIIE.
2020	Brookings Papers on Economic Activity; IZA workshop “Labor Markets and the Phillips Curve”; Urban Economics Association; Washington Centre for Equitable Growth Grantee Conference; Southern Economic Association; Harvard Program in Inequality “Five Big Ideas in Inequality”; Oxford NuCamp Virtual PhD Workshop.
2019	Wharton People and Organizations; Midwest Macro Meetings; IDSC of IZA/CAIS workshop “Matching Workers and Jobs Online”; Bank of Canada workshop “Productivity: Filling the Knowledge Gaps”; PIIE.
2018	briq workshop “Firms, Jobs, and Inequality”; PIIE; Resolution Foundation.
2017	PIIE

**Unable to present due to ill health.*

<i>Refereeing</i>	American Economic Review, Quarterly Journal of Economics, Review of Economic Studies, AER: Insights, AEJ: Applied, AEJ: Policy, Economic Journal, Journal of the European Economic Association, Review of Economics and Statistics, Journal of Financial Economics, Journal of Labor Economics, Journal of Public Economics, Journal of Economic Behavior and Organization, Management Science, Nature, Science, Social Forces, American Law and Economics Review, Applied Economics Letters, Industrial Relations, International Productivity Monitor, Journal of Economics Education, Labour Economics.
<i>Grant review</i>	National Science Foundation; Smith Richardson Foundation; Nuffield Foundation.
<i>Public service</i>	Expert Steering Group for Employment Rights Bill, UK Department for Business and Trade (2025)
<i>Former</i>	International Advisory Committee, International Productivity Monitor (2022-24) Academic Advisory Board, Economic Policy Institute (2023)