

JUSTINE HERVE

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EMPLOYMENT

Stevens Institute of Technology, Hoboken, New Jersey

Assistant Professor of Economics (tenure track)

Fall 2022-present

EDUCATION

Fordham University, New York

Ph.D. Candidate in Economics

Sept 2016 - August 2022

New York University, New York

Consortium course in Labor Economics

Sept 2018 - Dec 2018

Fordham University, New York

M.Sc. Economics

Sept 2016 - Dec 2018

Paris-Saclay University – ParisTech (French Grande Ecole), Paris

M.S. Engineering in Environmental and Life Sciences

Sept 2008 – Dec 2012

RESEARCH

Specializations: Primary: Applied Microeconomics

Interests: Labor, Human Resource Management, Development Economics, Gender, Health,

PUBLICATIONS

Hervé, J., (2023). “Specialists or generalists? Cross-Industry job mobility and occupational wages”, **Labour Economics**, 102391. <https://doi.org/10.1016/j.labeco.2023.102391>

Hervé, J., Mani, S., Behrman, J. R., Nandi, A., Lamkang, A. S., & Laxminarayan, R. (2022). Gender gaps in cognitive and noncognitive skills among adolescents in India. **Journal of Economic Behavior & Organization**, 193, 66-97. <https://doi.org/10.1016/j.jebo.2021.11.011>

Mitra, S., Yap, J., Hervé, J., & Chen, W. (2022). Inclusive statistics: A disaggregation of indicators by disability status and its implications for policy. **Global Social Policy**, 14680181221077866.

Mitra, S., Chen, W., Hervé, J., Pirozzi, S., & Yap, J. (2022). Invisible or mainstream? Disability in surveys and censuses in low-and middle-income countries. **Social Indicators Research**, 1-31.

WORKING PAPERS

“Intimate Partner violence in low- and middle-income countries: are women with disabilities more at risk?” – with Sophie Mitra and Katherine Theiss **R&R at Social Forces**

“Quiet quitting in the post-pandemic era: Unveiling the perceived control channel” – with Hyewon Oh **R&R at Human Resource Management (FT 50)**

“Busy bees: How does conscientiousness affect labor market outcomes?” – with Subha Mani and Helene Purcell – **R&R at Oxford Bulletin of Economics and Statistics**

“Food coma is real: The effect of post-meal fatigue on adolescents' cognitive performance” – with Subha Mani, Jere Behrman, Arindam Nandi, Ramanan Laxminarayan – **under review**

“Digital Skills in Occupations: Decomposability and bundle similarity in relation to mobility” – with Shiyang Zhang, Bei Yan and Jeffrey Nickerson

“Difference-in-Differences in strategic leadership research: An integrative multidisciplinary review” – with Sibel Ozgen

“The "Golden handcuffs" syndrome: Evidence on the high-wage vs. low mobility trade-off of Expert technology skills” – with Shiyang Zhang, Bei Yan and Jeffrey Nickerson - **Proceedings of the 2023 Annual Meeting of the Academy of Management (AOM). Best Paper Award.**

“Not lost in translation: Machine translation technologies and their implications for the skills of language professionals” – with Francesca Borgonovi and Helke Seitz – **OECD Social, Employment and Migration Working Paper**

WORK IN PROGRESS

“The unbearable lightness of lying: Leveraging the self-image cost of dishonesty” – with Utteeyo Dasgupta, Sudipta Sarangi and Marie Claire Villeval

“The impact of acquisitions on the gender wage gap within the firm” – with Marion Leturcq and Dominique Meurs

“Time-of-day effects on adolescents' cognitive performance” – with Subha Mani, Jere Behrman, Arindam Nandi, Ramanan Laxminarayan

“The Evolution of Occupational Identities in an AI-Influenced Labor Ecosystem” – with Andrew Chen, Jingyi Sun, and Denghui Zhang

“Chatbot usage and critical thinking skills” – with Eren Bilen

HIGHER EDUCATION & TEACHING EXPERIENCE

Principles of Microeconomics, Stevens Institute of Technology, Hoboken, New Jersey

Assistant Professor of Economics

Spring 2023-present

Intermediate Microeconomics, Stevens Institute of Technology, Hoboken, New Jersey

Assistant Professor of Economics

Fall 2022-present

Business Statistics, Fordham University, Bronx, New York

Teaching Associate

Spring 2020-Spring 2022

Principles of Macroeconomics, Fordham University, Bronx, New York

Teaching Associate

Fall 2018-Fall 2019

Microeconomics II, Fordham University, Bronx, New York

Teaching Assistant

Spring 2018

Faculty Working Group on Disability, Fordham University, Bronx, New York

Graduate Assistant

Fall 2018-Spring 2020

Principles of Macroeconomics, Fordham University, Bronx, New York

Department tutor

Fall 2017-Spring 2017-Fall 2018

SERVICE

Stevens Institute of Technology, Hoboken, New Jersey

First Generation and/or Limited Income (FLI) Faculty Mentor

Spring 2023

RESEARCH EXPERIENCE

French Institute of Demographic Studies (INED), Paris, France

Visiting researcher

June 2023

- Co-author in a study investigating gender differences in career within a large multinational cosmetic firm.

Leibniz Institute for Economic Research, Essen, Germany

Visiting researcher

July 2022

OECD – Directorate for Employment, Labour and Social Affairs, Paris, France

Consultant researcher

January 2022 - present

- Analyst in the OECD Center for Skills. I work on the impact of Artificial Intelligence-based Machine Translation on the evolution of workers' skills in the translation industry. I also work on the effect of the green transition and green policies on the evolution of the distribution of skills in labour markets.

World Bank, Washington DC

Consultant researcher

November 2019 - March 2021

- Participated in a review study for the assessment of disability questions in Low- and Middle-income Countries (LMIC) general household surveys, with a special focus on surveys including the Washington Group short set of disability questions.
- Helped develop Key Indicators to track disability across LMIC countries.

Economics Department, Fordham University, New York

Graduate Research Assistant

June 2017 - August 2017

- Participated in a study assessing the impact of economic wellbeing on health among adults in Ethiopia.

CONFERENCES, WORKSHOPS AND SEMINARS

- 2024 Gender in the Global Economy Conference**, Columbia University, New York, “A Glass Half Full - Experimental Evidence from a Multifaceted Program for Adolescents in India”, (March 2024)
- 2023 Conference on Economic Growth and Development**, Indian Statistical Institute, New Delhi, “Food coma: The Effect of Post-meal Fatigue on adolescents' Cognitive Performance”, (December 2023)
- 2023 Southern Economic Association Conference**, New Orleans, “Conscientiousness Matters: Labor Market Returns to the Big Five Traits in Indonesia”, (November 2023)
- 2023 ICGS conference**, Madrid, “Difference-in-Differences in Strategic Leadership Research: An Integrative Multidisciplinary Review”, (October 2023)
- 2023 Advances with Field Experiments (AFE) conference**, Chicago, “Food coma: The Effect of Post-meal Fatigue on adolescents' Cognitive Performance”, (September 2023)
- 2023 EALE conference**, Prague, “Conscientiousness matters: labor market returns to Big 5 personality traits in Indonesia”, (September 2023)
- Academy of management (AOM) Meeting**, Boston, “The Work Ecosystem: Software Technology Diversity and the Value of Occupations”, (August 2023)
- 2023 CSWEP Session at the Eastern Economics Association (EEA) Conference**, New York, “Food Coma: The Effect of Post-meal Fatigue on Adolescents' Academic Performance”, (February 2023)
- 2023 US Census Bureau SIPP Conference**, Online, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (February 2023)
- 2022 Southern Economic Association Conference**, Fort Lauderdale, “Food Coma: The Effect of Post-meal Fatigue on Adolescents' Academic Performance”, (November 2022)
- European Association of Labour Economists – EALE Conference**, University of Padova, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (Fall 2022)
- Southern Economic Association Conference**, Fort Lauderdale, “Gender gaps in Cognitive and NonCognitive Skills: The Role of Gender Attitudes”, (November 2021)
- Hans Bockler Foundation and Berlin Network of Labor Research Conference**, Freie Universität Berlin, Berlin, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (July 2021)
- 2021 International Association for Feminist Economics Conference**, Quito, “Disability and Domestic Violence: International Evidence from the Global South”, (June 2021, online)
- 2021 International Development Economics Conference**, University of Bordeaux, “Disability and Domestic Violence: International Evidence from the Global South”, (June 2021, online)
- French Economic Association Annual Meeting**, University of Lille, “Disability and Domestic Violence: International Evidence from the Global South”, (June 2021, online)
- 11th Annual Search and Matching Conference (SaM2021)**, Copenhagen Business School, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (May 2021)
- Royal Economic Society Symposium (RES)**, Queen’s University, Belfast, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (April 2021)
- Population Association of America Conference**, Washington D.C., “Disability and Domestic Violence: International Evidence from the Global South”, (April 2021, online)
- ALTER Conference**, Paris, “Disability and Domestic Violence: International Evidence from the Global South”, (April 2021, online)
- American Economic Association Annual Congress (AEA)**, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (January 2021, online)
- INFER Conference**, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (December 2020, online)
- Social Policy and Disability Symposium**, Fordham and Columbia University, “Invisible people: A review of disability data in surveys and censuses in the global south”, (November 2020, online)
- Economic Statistics Centre of Excellence (ESCoE) Conference on Economic Measurement (EM)**, King’s College, London, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (September 2020, online)
- European Economic Association Annual Congress (EEA)**, Erasmus University, Rotterdam, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (August 2020, online)
- Econometric Society World Congress**, Bocconi University, Milan, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (August 2020, online)
- 10th Annual Search and Matching Conference (SaM2020)**, Copenhagen Business School, “Specialists or Generalists? Cross-Industry Job Mobility and Occupational Wages”, (May 2020, rescheduled)
- Population Association of America Conference**, Washington D.C., “Occupational Skill Transferability: The Effect of Industrial Concentration of Employment on US Low and Middle Wage Occupations’ Earnings”, (April 2020, online)
- Eastern Economics Association Conference**, Boston, “Occupational Skill Transferability: The Effect of Industrial Concentration of Employment on US Low and Middle Wage Occupations’ Earnings”, (February 2020)

FELLOWSHIPS/GRANTS AND AWARDS

Research Grant, Institute for Humane Studies

Spring 2024

Research Grant, Dickinson College
Research Grant, Institute for Humane Studies
Summer Research Visiting Fellowship, Leibniz Institute for Economic Research, Essen, Germany
Faculty Pedagogy Working Group Fellowship, Fordham University, Bronx, New York
Donna Smolens Summer Research Fellowship, Fordham University, Bronx, New York
Teaching Fellowship, Fordham University, Bronx, New York,
Graduate Assistant Fellowship, Fordham University, Bronx, New York,

Spring 2024
Fall 2023
Summer 2022
2019
2018
2018-2020
2016-2018

PROFESSIONAL ASSOCIATIONS

American Economic Association (AEA)
French Economic Association (AFSE), France
European Economic Association (EEA)
The Econometric Society
Global Labor Organization (GLO)

REVIEWS

Disability and Health Journal, Review of the Economics of the Household

MEDIA COVERAGE

Wall Street Journal: "Labor Market Mystery: Where Are the Older Gen Z Workers?"
Washington Post: "France battered by protests over pension plans as Macron holds firm"

PROFESSIONAL EXPERIENCE

SUEZ North America, Paramus, New Jersey
Business Analyst/Engineer

July 2013 - June 2016

- Modeled and analyzed the water losses during the water distribution process for projects valued at 30 million dollars.
- Participated in the improvement of the key performance indicators for water management.

French Agency for Development, Paris
Analyst for Development Finance Projects

May-October 2012

- Participated in project financing for development projects in emerging countries (projects valued at 3 to 100 million).
- Collaborated with major Development actors such as the International Finance Corporation (World Bank Group), the Inter-American Development Bank, the Development Bank of Austria and the German Development Finance Institution.

Foundation Altiplano, Arica, Chile
Intern on a development project

February-June 2011

- Worked on a research project for an organization promoting economic growth in villages of the Cordillera badly affected by rural exodus.
- Assisted in a microeconomic study of the northern region of Chile (Arica-Parinacota).

Embassy of France in the United States, Washington D.C.
Intern, Environmental/Economic Policy Department

July 2010-January 2011

- Participated in the redaction of reports and studies on economic and environmental policy issues in the United States.
- Analyzed the role of speculation in price volatility for agricultural commodities and their impact in the local economy of developing countries.

SKILLS AND LANGUAGES

Programming: Stata (advanced), Matlab (advanced), R (advanced), Python (intermediate)
Software: GIS (intermediate), Git (intermediate), xhtml (intermediate), php (intermediate), SQL (intermediate)
Languages: French (native language), English (fluent), Spanish (fluent)

REFERENCES

Subha Mani, Professor of Economics, Fordham University
Email: smani@fordham.edu

Utteeyo Dasgupta, Associate Professor of Economics, Fordham University
Email: udasgupta1@fordham.edu

Sophie Mitra, Professor of Economics, Fordham University
Email: mitra@fordham.edu