

# SHAN AMAN-RANA

University of Virginia  
Department of Economics  
Monroe Hall  
248 McCormick Rd  
Charlottesville, VA 22903

Email: [sa8ey@virginia.edu](mailto:sa8ey@virginia.edu)  
Web: <https://economics.virginia.edu/people/profile/sa8ey>  
Citizenship: Pakistan  
Gender: Female

## **ACADEMIC POSITIONS:**

2019- Assistant Professor of Economics  
University of Virginia, Department of Economics

## **AFFILIATIONS:**

2023- Invited Researcher, J-PAL MIT  
2021- Fellow, Mahbub-ul-Haq Research Center, LUMS, Pakistan  
2021- UNESCO Inclusive Policy Lab (IPL)  
2020- Visiting Senior Fellow, Pakistan Institute of Development Economics (PIDE)  
2019- Democracy initiative, Corruption Lab for Ethics, Accountability, and the Rule of Law (CLEAR)  
2019- Centre for Economic Research Pakistan (CERP)  
2018-2021 Bissau Economics Lab (BELAB)  
2015- International Growth Centre (IGC)

## **EDUCATION:**

2014-2019 PhD Economics, London School of Economics  
2013-2014 MRes Economics, London School of Economics  
2010-2011 MSc. Economics, London School of Economics

## **FIELDS OF INTEREST:**

Development Economics, Political Economy, Organizational Economics

## **RESEARCH**

### **Publications**

Team Size and Diversity (w/ Alexia Delfino (Bocconi University) and Brais Álvarez Pereira (Universidade NOVA SBE)), 2024 – *Journal of Economic Behavior and Organization*

### **Working Papers (under review or ready to be submitted)**

Screen Now, Save Later? The Trade-Off between Administrative Ordeals and Fraud (w/ Daniel Gingerich (UVA) and Sandip Sukhtankar (UVA)), 2024

Spillovers in State Capacity Building: Evidence from the Digitization of Land Records in Pakistan (w/ Clement Minaudier (City University)), 2024

Informal Fiscal Systems in Developing Countries (w/ Clement Minaudier (City University) and Sandip Sukhtankar (UVA)), 2024

### **Other working papers**

## **SHAN AMAN-RANA**

Bureaucratic Deliberation and Performance: Evidence from a Field Experiment in Benin (w/ Leonard Wantchekon (Princeton University) and Lazare Kovo (Emory University)), 2024

Does Ability Matter for Discretionary Promotions in Bureaucracies? Evidence from Pakistan, 2023

### **Work in progress (at advanced stage):**

Gender and Choice Over Co-workers: Experimental Evidence (w/ Alexia Delfino (Bocconi University), Clement Minaudier (City University), Brais Álvarez Pereira (Universidade NOVA SBE) and Shamyła Chaudry (Lahore School of Economics))

### **Work in progress (at preliminary stage - titles subject to change)**

The Political Economy of Urban Waste Recycling (w/ Saher Asad (World Bank) and Asim I. Khwaja (Harvard))

Quality of Public Services and Trust in the State (w/ Claudio Ferraz (UBC))

### **GRANTS:**

2024	International Growth Center (29,979 GBP as co-PI)
2022	International Growth Center (39,000 GBP as co-PI)
2021	JPAL Crime and Violence Initiative grant (75,000 USD as co-PI)
2020, 2021	Quantitative Collaborative (12,500 USD), UVA
2020, 2021	Bankard Fund for Political Economy (30,000 USD), UVA
2018	Research Grant (5,000 GBP), STICERD
2014	Research Grant (20,000 GBP), International Growth Centre (IGC)
2014	PhD Field Research Grant (5000 USD), Institute of Development and Economic Alternatives (IDEAS), Pakistan
2014	Research Grant (140,000 USD), United States Institute of Peace (with Dr. Jacob Shapiro, Dr. Ali Cheema and Mr. Zulfiqar Hameed)
2012-2013	Research Fund, Murray Edwards College, University of Cambridge

### **AWARDS, SCHOLARSHIPS AND FELLOWSHIPS:**

2024-25	Roger Sherman Research Fellow Award for Faculty Excellence
2013-2018	Economics Department Award, Full Scholarship, PhD Economics, LSE
2013	Offered Visiting Student Research Collaborator (VSRG), Princeton University, Department of Politics, under Dr. Jacob N. Shapiro
2013	Offered Visiting Graduate Student, University of California San Diego (UCSD), Economics Department under Prof. Eli Berman
2011-2013	Cambridge Commonwealth Trust- HEC Pakistan, Full PhD Scholarship
2009-2011	Master's Award, Full Scholarship, MSc. Economics, London School of Economics
2007	Best in Academics, Civil Service of Pakistan
2007	Best Research Paper, Civil Service of Pakistan
2006	President of Pakistan Gold Medal, Best Probationary Officer, Civil Services of Pakistan
2006	Best in Academics, Civil Service of Pakistan
2003	Gold Medal, MSc. Economics, Lahore School of Economics
2003	Silver Medal, Dean's Honor List, Lahore School of Economics
2002	Gold Medal, M.B.A. Program, Lahore School of Economics
2002	Silver Medal, M.B.A. Program, Lahore School of Economics
2002	Full Scholarship, MSc. Economics, Lahore School of Economics

**TEACHING AWARDS:**

2021, 2022      Appreciation from UVA Career Center  
2016              LSE Best Class Teacher Award  
2016              Nominated for LSE Students' Union Student-led Most Inspirational Teacher Award  
2012-2013       Best Teaching Fellow in the Economics Tripos, University of Cambridge

**TEACHING EXPERIENCE:**

**Invited lectures**

2023              Clientelism and state capture (Ph.D level), Politics Department, Princeton University  
2023              Bureaucracy in the developing world (Master's level), School of Public and International Affairs (SPIA), Princeton University

**Core teaching**

2022-              PhD Econ Math Camp, Department of Economics, University of Virginia  
2019-              Economic Development, Department of Economics, University of Virginia  
2015-2018       Micro and Macro for Public Policy, Master of Public Administration, School of Public Policy, LSE  
2013-2018       Empirical Methods for Public Policy, Executive Master of Public Administration (EMPA), School of Public Policy, LSE  
2013-2018       Economic Policy Analysis, Executive Master of Public Administration (EMPA), School of Public Policy, LSE  
2013-2014       Political Science & Public Policy, Executive Master of Public Administration (EMPA), School of Public Policy, LSE  
2012-2013       Economics of Developing Countries, Undergraduate Tripos Part IIB, Department of Economics, University of Cambridge  
2011-2012       Development Economics, Undergraduate Tripos Part I, Department of Economics, University of Cambridge  
2002-2004       Microeconomics, Masters level, Department of Economics, Lahore School of Economics

**ADVISING**

**PhD Econ students (initial placement)**

2021              Luan Santos, Quantitative Analytics Senior, Freddie Mac  
Ongoing          Jessica Canada  
                      Shengyu Wang  
                      Avantika Prabhakar

**Master's student (initial placement)**

2023              Fatimah Shaalan, Research Assistant, Federal Reserve Board

**Research Assistants (initial placement)**

2019-2023       Yanwen Wang, PhD Econ, Cornell University  
                      Kathryn Enrique, PhD Econ, Vanderbilt University  
                      Da Lin, MSc. Computer Sciences, Duke University  
                      Ryan Keller, Senior Associate, Berkeley Research Group  
                      Dylan Klapper, Business Analyst, Capital One  
Ongoing          Yuanzhan Gao

**Research Interns (initial placement)**

## SHAN AMAN-RANA

Ongoing Haider Nafees Ahmed, Undergraduate prog in Econ, Duke University  
Ahmad Hassan Faiz Chaddhar

### OTHER POSITIONS HELD:

2017 Research Assistant for Prof. Oriana Bandiera, London School of Economics  
2005- Pakistan Administrative Services (PAS) civil servant, Government of Pakistan  
2004 Research Associate, WWF-Pakistan

### SEMINAR AND CONFERENCE PRESENTATIONS (including scheduled\*):

2024 **Seminars:** UVA Econ Dept (internal); Center for Economic Studies (US Census Bureau)\*  
**Conferences:** STEG-CEPR annual conference (Barcelona), ThReD Conference (MIT Sloan); Annual Organizational and Political Economics Conference (Utah), Midwest Political Science Association annual meeting (Chicago), Midwestern International Economic Development Conference (University of Chicago); NBER Organization Economics Spring Meeting; RIDGE/LACEA Political Economy Workshop (Chile), American Political Science Association Annual Meeting (Philadelphia)\*; SIOE (University of Chicago)\*  
*Invited to attend:* Washington-Area Political Economy Conference, DC Political Economy Center (DCPEC) at Georgetown and Johns Hopkins University, NBER SI Development Economics\*  
*Invited to discuss:* Organizational Economics Workshop (Cornell University, *declined*)

2023 **Seminars:** UVA Econ Dept (internal); CREB Development Research Seminar Lahore School of Econ (cancelled)  
**Conferences:** Empirical Management Conference (Stanford); Path2Dev Conference; Southern Economic Association annual meeting; IEA - World Congress (declined); WADES (George Washington University); Entrepreneurship and Private Enterprise Development Workshop (George Mason)  
*Invited to attend:* NBER Organizational Econ; NBER Compensation of Top Executives: Determinants and Consequences; Firms, trade and development conference (Yale)

2022 **Seminars:** UVA (Experimental Economics Reading group); University of Delaware; Quantitative Collaborative Lunch Series; Indian Institute of Management Ahmedabad, SIOE University of Toronto, Workshop on Corruption and Institutions  
**Conferences:** Workshop on Entrepreneurial Finance and Innovation by Mike Ewens (Caltech) and Song Ma (Yale SOM) (as discussant); Pathways to Development Conference, LUMS; *Invited to attend:* NBER Organizational Econ; NBER SI Gender in the Economy

2021 **Seminars:** Development seminar University of Michigan; Fordham University; IFPRI; Iowa State University; Williams College; UVA (Development Economics)  
**Conferences:** NBER Organizational Economics fall meeting; NEUDC (Boston University); Southern Economic Association (SEA); UVA-Richmond Fed-Duke Jamboree; WADES (Georgetown); IEA (cancelled); Society for Institutional and Organizational Economics (SIOE); London School of Economics Workshop on Clientelism

2020 **Seminars:** UVA Junior Economists Lunch Series  
**Conferences:** WADES (cancelled); IEA (cancelled); EALE SOLE AASLE World Conference (cancelled); Midwest International Economic Development Conference (cancelled)

- 2019           **Seminars:** Queen Mary University of London; World Bank; University of Toronto; University of Virginia; Lahore University of Management Sciences
- 2018           **Seminars:** Institute of Fiscal Studies; London School of Economics (Development, STICERD, Political Science and Political Economy seminars)  
**Conferences:** Stanford and UC Berkeley: Fourth Development and Political Economics SF Bay Area conference, UC Berkeley
- 2017           **Seminars:** London School of Economics (Development, Labor, STICERD, Political Science and Political Economy seminars)  
**Conferences:** IEA; North American Summer Meeting; Annual Congress of the European Economic Association (EEA-ESEM), NEUDC (Tufts University)

**REFEREEING**

*American Economic Review, Econometrica, Quarterly Journal of Economics, Review of Economic Studies, AEJ: Applied, AEJ: Economic Policy, AER Insights, Review of Economics and Statistics, Journal of Labor Economics, Journal of Development Econ, Journal of Public Economics, Economica, Journal of Economic Behavior and Organization, Journal of Law, Economics and Organization, Economic Development and Cultural Change, Economic Letters, Oxford Economic Papers*

**PROFESSIONAL SERVICE**

**Department service**

- 2024           Committee for the Distinguished Majors Program
- 2023           Development Workshop Organizer (UVA)
- 2023           Political Economy and Economic History Reading Group Organizer (w/ Kerem Cosar, UVA)

**University service**

- 2022           Organized a conference on corruption and institutions (CLEAR Lab UVA)

**National service**

- 2022, 2023       Mentoring job market candidates, Association for Mentoring and Inclusion in Economics (AMIE)
- 2021           Scientific programme committee, Society for Institutional and Organizational Economics (SIOE), MIT

**International service**

- 2023           Founded *Azad Soch* – an advocacy organization that takes research to films.  
<https://sites.google.com/view/azadsoch>
- 2014           Conference convened: Institutions and their Discontents: Rethinking Economic Development in South Asia, University of Cambridge