

PROMOTION RECOMMENDATION
The University of Michigan
Stephen M. Ross School of Business

Anant Nyshadham, assistant professor of business, Stephen M. Ross School of Business, is recommended for promotion to associate professor of business, with tenure, Stephen M. Ross School of Business.

Academic Degrees

Ph.D. 2012 Yale University, Economics, New Haven, CT
B.S. 2006 Wharton School, University of Pennsylvania, Economics, Philadelphia, PA

Professional Record:

2021 – Present Affiliate, Abdul Latif Jameel Poverty Action Lab
Massachusetts Institute of Technology, Cambridge, MA
2020 - 2021 Arnold M. Linda T. Jacob Faculty Fellow, Ross School of Business,
University of Michigan, Ross School of Business, Ann Arbor, MI
2019 – Present Assistant Professor of Business Economics and Public Policy, University of
Michigan, Stephen M. Ross School of Business, Ann Arbor, MI
2017 – Present Co-Founder and Chief Strategy Office, Good Business Lab, New Delhi, India
2017 – Present Faculty Research Fellow, National Bureau of Economic Research Cambridge,
MA
2016 – Present Research Affiliate, International Growth Centre, London, UK
2015 – 2019 Assistant Professor, Department of Economics, Boston College, Boston, MA
2012 – 2015 Assistant Professor, Department of Economics, University of Southern
California, Los Angeles, LA

Summary of Evaluation:

Teaching: Over his first two years of teaching at Ross, Professor Nyshadham has taught six sections of BA200 in total; two sections in his first fall on faculty, four smaller sections due to the move to the online format this last fall. He has also taught three sections of BA in the fall of 2021, as well as in the group's PhD program in fall B 2021. Professor Nyshadham's teaching evaluations have been stellar. His overall Q10 average over six courses he has taught over 2018-19 and 2020-21 is 4.88, with individual scores invariably exceeding the department average. Student comments cited in his teaching statement attest to the positive impact he has had on the students, and his efforts at connecting course topics to his experiences.

As of fall B 2021, Professor Nyshadham has contributed to teaching in the BE PhD Program. Given the extraordinary success of his research agenda, and the range of strong research skills demonstrated in his papers, he is a great fit to teach in our PhD program. His passion for advising and mentoring graduate students and pre-doctoral research is noteworthy. Professor Nyshadham has agreed to take on teaching the core Applied Microeconomics classes in different programs, starting with the MM program next year. Given the nature of his research work, we believe he is uniquely positioned to serve as a faculty advisor on action-based learning projects.

Research: Professor Nyshadham’s research productivity is outstanding. He has made novel and high impact contributions in two broad subfields within economics. Professor Nyshadham has five papers published or accepted for publication in this broad area, two papers under review, seven promising working papers, and several exciting projects in the pipeline. Two publications are in the Top-5 journals in economics, which have extremely high standards for publication. One, in the *Journal of Political Economy*, documents how pollution shocks have a negative effect on productivity, and finds that managers mitigate the negative effects by reallocating workers across teams. Another at the *Review of Economic Studies* documents a relationship between managerial quality and worker productivity, with a specific role for manager facilitation of learning-by-doing. Another paper documenting substantial gains from soft-skills training for worker productivity is under a second round review at the *Journal of Political Economy*.

Professor Nyshadham has twelve published papers in this broad area, including eleven in A journals. A paper published in the *Journal of Political Economy* documents a strong link between early childhood economic stress and likelihood of severe mental distress in adulthood. Related work has documented the negative effect of in utero temperature shocks, and lifecycle effects of salt iodization. Other work has made novel contributions to our understanding of parental investments in the face of endowment differences and health shocks.

In addition he has a paper accepted for publication at the prestigious *American Economic Review: Insights* which examines the relationship between economic opportunity and crime. Overall, he has 32 completed academic papers, and three published practitioner papers (including two papers in the *Harvard Business Review* explaining his research on firm strategies to reduce worker turnover). The high quality of his work is also evident in the funding he has attracted – he is the PI or Co-PI on grant proposals that have totaled over \$2.1 million dollars. Professor Nyshadham is a faculty associate at the National Bureau of Economic Research, and was recently made an affiliate of the Abdul Latif Jameel Poverty Action Lab (J-PAL) at MIT. Professor Nyshadham’s level of productivity is extraordinary and easily exceeds the bar for tenure at Ross, and at the very top business schools in our peer set.

Recent and Significant Publications:

“Managerial Quality and Productivity Dynamics,” conditionally accepted at *Review of Economic Studies* (with Achyuta Adhvaryu and Jorge Tamayo)

“Management and Shocks to Worker Productivity,” accepted at *Journal of Political Economy* (with Achyuta Adhvaryu and Namrata Kala)

“Returns to On-the-job Soft Skills Training” [2nd revision resubmitted to *Journal of Political Economy*] (with Achyuta Adhvaryu and Namrata Kala)

“Job Loss, Credit and Crime in Colombia,” *American Economic Review Insights*, 3(1): 97-114, March 2021 (with Gaurav Khanna, Carlos Medina, Christian Posso, and Jorge Tamayo)

“Early Life Circumstance and Adult Mental Health,” *Journal of Political Economy*, 127(4): 1516-1549, August 2019 (with Achyuta Adhvaru and James Fenske)

Service: At the school, Professor Nyshadham has served on the BE PhD admissions committee, and on the Ross Core Values Committee. He has served on a panel on “Protection of Human Subjects” for Ross PhD students, and served on a committee to identify opportunities to improve Diversity, Equity, and Inclusion in the graduate and undergraduate curricula, PhD admissions,

and faculty hiring of the business economics and public policy area. Anant has been an active participant in the BE lunch seminar series and his graduate students have presented their joint work on multiple occasions. He has been serving as a co-organizer of the development seminar series along with faculty in the Ford School and the Economics Department. He has been very active as a member of dissertation committee and has attracted students from Michigan's Department of Economics, as well from the Ford School.

In terms of external service, commensurate with his prodigious research output and recognition as a subject expert on a range of topics, Professor Nyshadham has been requested and agreed to serve as a referee for an unusually large number of journals, including the very best general interest economics journals (such as *American Economic Review*, *Journal of Political Economy*, *Review of Economic Studies*, *AER: Insights*, *Review of Economics and Statistics*, and *AEJ: Applied Economics*).

Professor Nyshadham is as a co-founder of the Good Business Lab, registered as a 501c3 organization in Ann Arbor (US Good Business Lab Foundation). This was started as an outgrowth of his research (with collaborators) at factories of a very large garment manufacturer in India. The goal of the lab is to co-create and rigorously evaluate the impact of interventions aimed at improving the wellbeing of low-income workers. His work on the impact of soft skills training, suggest there could be significant gains from such interventions for the firm as well. The institution building undertaken by Professor Nyshadham with GBL is extremely impressive for a junior faculty member.

External Reviewers:

Reviewer A: "Anant is a highly productive and influential scholar. The subjects he tackles are policy-relevant and meaningful and he approaches questions in innovative ways. His work has been transformative – it translates directly into improving our knowledge of worker productivity in developing countries and its linkages with broader measures of wellbeing, such as health. I fully expect to see him and his students leading the way, in decades to come, into a rehabilitated, post-pandemic global business economy that is more humane, efficient, and inclusive of those working at all its levels...I strongly and without reservation recommend Anant for promotion."

Reviewer B: "Let me cut to the chase. Anant has been incredibly productive producing 20 papers that are either published or under revision at leading economics' journals. He has 5 more under review and multiple promising working papers. For a 2012 PhD this record is scarcely believable and I cannot think of another scholar in development with a comparable publication record."

Reviewer C: "To summarize, Dr. Nyshadham has created an influential research agenda on firm productivity and worker well-being in developing countries; he has made meaningful contributions to our understanding of the long-term consequences of early investments in children; and he has a promising and exciting new research stream on crime in Latin America."


Reviewer D: "I enthusiastically support his promotion to Associate Professor with tenure and would strongly encourage you to do whatever you can to ensure that he spends the remainder of his career in Ann Arbor."

Reviewer E: “I enthusiastically endorse Anant Nyshadham’s promotion and tenure at the University of Michigan. Since arriving at Michigan, Professor Nyshadham has made substantial contributions to knowledge in the field of development economics, and Ross is lucky to have him on faculty.”

Reviewer F: “I think this should be a clear case. Nyshadham has so much quality work in so many areas of development that I can be confident in saying that some of his current work will have important long-run impact on my field.”

Reviewer G: “My bottom line is that Anant very much merits tenure in your school. He stands out as one of the most prolific untenured development economists, with several papers in or at the revise and resubmit stage at ‘top 5’ journals and several more published in the AEJ/ReStat/Economic Journal tier.”

Summary of Recommendation: Professor Nyshadham is an extraordinary scholar. His contributions to the literature explaining the gap in worker and firm productivity between developed and developing countries are particularly relevant for business school students and faculty. He has been outstanding in the classroom and his service work is above par for a junior faculty member. With the support of the Executive Committee, I am pleased to recommend the promotion of Anant Nyshadham to associate professor of business, with tenure, Stephen M. Ross School of Business.



Francine Lafontaine
Interim Dean of Business
Stephen M. Ross School of Business

May 2022