

# JUSTINE HERVE

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## EMPLOYMENT

### Stevens Institute of Technology, Hoboken, New Jersey

Assistant Professor of Economics (tenure track)

Fall 2022-present

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## 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

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## RESEARCH

**Specializations:** Primary: Applied Microeconomics

Interests: Labor, Development, Health, Gender

### PUBLICATIONS

Hervé, J., Theiss., K, Mitra, S. (2025, forthcoming) Intimate Partner violence in low- and middle-income countries: are women with disabilities more at risk?, **Social Forces**

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

“Quiet quitting in times of uncertainty: Definition and relationship with perceived control” – 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**

“The effect of postprandial testing on adolescents' cognitive performance” – with Subha Mani, Jere Behrman, Arindam Nandi, Ramanan Laxminarayan – **under review**

“Intergenerational mobility in depression and anxiety in India” – with Subha Mani, Jere Behrman, Arindam Nandi, Ramanan Laxminarayan – **under review**

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

“When AI Gives Bad Advice: Critical evaluation of AI output in organizations” – with Eren Bilen – **under review**

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

“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 Borroni 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

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### **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*

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### **SERVICE**

**Stevens Institute of Technology, Hoboken, New Jersey**

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

*Spring 2023*

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### **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.

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## **CONFERENCES, WORKSHOPS AND SEMINARS**

**SMS 44th Annual Conference**, Istanbul, “Difference-in-Differences in Strategic Leadership Research: A Multidisciplinary Review”, (October 2024)

**Advances with Field Experiments (AFE) conference**, Chicago, “A Glass Half Full - Experimental Evidence from a Multifaceted Program for Adolescents in India”, (September 2024)

**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)

**11<sup>th</sup> 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)

**10<sup>th</sup> 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)

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## FELLOWSHIPS/GRANTS AND AWARDS

**Research Grant**, Institute for Humane Studies

*Spring 2024*

**Research Grant**, Dickinson College

*Spring 2024*

**Research Grant**, Institute for Humane Studies

*Fall 2023*

**Summer Research Visiting Fellowship**, Leibniz Institute for Economic Research, Essen, Germany

*Summer 2022*

**Faculty Pedagogy Working Group Fellowship**, Fordham University, Bronx, New York

*2019*

**Donna Smolens Summer Research Fellowship**, Fordham University, Bronx, New York

*2018*

**Teaching Fellowship**, Fordham University, Bronx, New York,

*2018-2020*

**Graduate Assistant Fellowship**, Fordham University, Bronx, New York,

*2016-2018*

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## PROFESSIONAL ASSOCIATIONS

American Economic Association (AEA)

French Economic Association (AFSE), France

European Economic Association (EEA)

The Econometric Society

Global Labor Organization (GLO)

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## REVIEWS

Disability and Health Journal, Review of the Economics of the Household, Journal of Economic Behavior and Organization

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## 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”

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## 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.

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## 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)

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## REFERENCES

**Subha Mani**, Professor of Economics, Fordham University

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**Utteyo Dasgupta**, Associate Professor of Economics, Fordham University

Email: [udasgupta1@fordham.edu](mailto:udasgupta1@fordham.edu)

**Sophie Mitra**, Professor of Economics, Fordham University

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