Daniel Mark Deibler

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Placement Chairs   **Placement Assistant**

Don Davis   Amy Devine
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Suresh Naidu
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Research Interests

Labor Economics, Public Economics, Applied Microeconomics, Law and Economics

References

Professor W. Bentley Macleod	Professor Suresh Naidu	Professor and Chair Miguel Urquiola
Columbia University	Columbia University	Columbia University
bentley.macleod@columbia.edu	sn2430@columbia.edu	msu2101@columbia.edu

Education

2015-PRES. **Columbia University**
Doctor of Philosophy in Economics, Expected: May 2022
Dissertation Title: What Makes a Good Job? Essays in Labor Economics
Masters of Philosophy, 2018
Masters of Arts, 2017

2010-2014 **Washington University in St. Louis**
Bachelor's of Arts: Summa Cum Laude, 2014

Job Market Paper

The Effect of Outsourcing on Remaining Workers, Rent Distribution, and Inequality

Firms can decide whether to produce some goods and services in-house or purchase them from the market. Firms are increasingly purchasing from the market – using subcontractors, temp agencies, and other outsourced labor. Low-wage workers' wages decline when they are outsourced. Workers who remain after an outsourcing event are also affected by it because outsourcing changes the internal structure of the firm. However, little is known about how remainers are affected. I analyze the impact of occupational layoff (OL) outsourcing on remainers using matched employer-employee data based on German social security records. OL outsourcing increases remaining workers' earnings by 5% in a sample of 249 outsourcing events. Remainers are also more likely to stay at the outsourcing firm in the long-term. These results are consistent with the theory that firms re-allocated rents to the remainers. Additionally, outsourcing firms are largely unionized, and the earnings gains are slightly larger among low-wage remainers, suggesting unionization plays a role in which workers receive higher earnings. Finally, I analyze the impact of OL outsourcing on inequality. OL outsourcing reduces within-firm inequality as the lowest-wage workers leave. Using Recentered Influence Functions, I show that a 1% increase in the share of workers in an OL outsourcing event increases earnings at the top of the distribution by approximately 10%, and aggregate inequality increases as well. The effect on the top of the wage distribution suggests prior estimates underestimate the impact of outsourcing on wage inequality, by not accounting for increased wages among high-wage remaining workers.

Works in Progress

What's in a Name? How Definitions of "Employee" Shape Worker-Firm Relationships" *[joint with Elliott Ash. Supported by NSF Award Number 1949415]*

This paper provides causal evidence on how changing the legal boundaries of employment – whether a worker is defined as a firm's "employee" versus an outside contractor – affects labor market outcomes. We introduce a dataset of all U.S. Circuit Court cases making substantive employment determinations for the years 1990-2018 and link them to state- and occupation-level data on employment and earnings. Our difference-in-differences analysis reveals how employee definitions impact firm structure: when courts give workers additional legal rights by declaring them "employees", low-wage workers are more likely to be outsourced. For occupations where effort is more easily monitored (e.g. janitors, guards), "is-employee" determinations increase outsourcing and reduce earnings. For occupations where effort cannot be monitored easily (e.g. doctors, scientists, engineers), employment declines and workers are more likely to be independent contractors.

"Why Choose Alternative Work Arrangements? The Effect of Labor Demand Shocks on AWAs in the U.S. Labor Market" *[supported by the DOL Scholars Program]*

"Keep Going to School: The Effect of Social Promotion on Wage Response to Childhood Labor"

Grants and Awards

2020	National Science Foundation Dissertation Improvement Grant
2019	Wueller Pre-Dissertation Award, Columbia University
2018	Runner up – Columbia University Vickrey Award for Best 3rd Year Paper
2017	Department of Labor Scholars Program Grant
2015	Columbia University Graduate Fellowship
2015	Columbia University Graduate Summer Fellowship
2014	Adam Smith Prize for Excellence in Economics, Washington University

Presentations (including upcoming)

2021	Columbia University Applied Micro Workshop
2021	Society of Labor Economics (SOLE)
2020	ETH Zurich
	Columbia University Applied Micro Workshop
	Society of Institutional and Organizational Economics
2019	Columbia University Applied Micro Colloquium
	W.E. Upjohn Institute Visiting Presentation
	3rd IZA Conference on Contract Work
	Columbia University Applied Micro Colloquium
2018	Midwestern Economics Association
	Columbia University Applied Micro Colloquium

Briq Workshop on Firms, Jobs, and Inequality

Columbia University Applied Micro Colloquium

2017   Columbia University Applied Micro Colloquium

Columbia University Applied Micro Colloquium

2016   Columbia University Applied Micro Colloquium

Research and Professional Experience

2019   W.E. Upjohn Institute, Visiting Researcher

2018-2019   Columbia University, Research Assistant for Professor Francois Gerard

2016-2019   Columbia University, Research Assistant for Professor W. Bentley MacLeod

2014-2015   NERA Economic Consulting, Research Associate

Teaching Experience

Fall 2021   Intermediate Microeconomics
Professor: Prajit Dutta
Position: Teaching Assistant

Fall 2020   Introduction to Microeconomics
Professor: Prajit Dutta
Position: Teaching Assistant

Spring 2019 Seminar in Political Economy
Professor: W. Bentley MacLeod
Position: Teaching Assistant

Spring 2017 Intermediate Microeconomics
Professor: Jonathan Vogel
Position: Teaching Assistant

Fall 2016   Intermediate Microeconomics
Professor: Pietro Ortoleva
Position: Teaching Assistant

Teaching Experience

Skills: STATA, R, MATLAB