

---

## DANIEL MARK DEIBLER

---

website: <https://sites.google.com/view/ddeibler/home>  
email: [dmd2195@columbia.edu](mailto:dmd2195@columbia.edu)  
phone: (646)710-0533  
address: 420 W 118th Street, #1022, New York, NY 10027

### Placement Chairs

Don Davis  
[drd28@columbia.edu](mailto:drd28@columbia.edu)

Suresh Naidu  
[sn2430@columbia.edu](mailto:sn2430@columbia.edu)

### Placement Assistant

Amy Devine  
[aed2152@columbia.edu](mailto:aed2152@columbia.edu)

### Research Interests

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

### References

Professor W. Bentley Macleod  
Columbia University  
[bentley.macleod@columbia.edu](mailto:bentley.macleod@columbia.edu)

Professor Suresh Naidu  
Columbia University  
[sn2430@columbia.edu](mailto:sn2430@columbia.edu)

Professor and Chair Miguel Urquiola  
Columbia University  
[msu2101@columbia.edu](mailto: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 remainders are affected. I analyze the impact of occupational layoff (OL) outsourcing on remainders 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. Remainders 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 remainders. Additionally, outsourcing firms are largely unionized, and the earnings gains are slightly larger among low-wage remainders, 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.

*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 2019	Intermediate Microeconomics Professor: Jonathan Vogel Position: Teaching Assistant
Fall 2016	Intermediate Microeconomics Professor: Pietro Ortoleva Position: Teaching Assistant

### Teaching Experience

---

Skills: STATA, R, MATLAB