
CONTACT INFORMATION	University of Chicago Booth School of Business 5807 S Woodlawn Ave, Chicago IL 60637, USA	virginia.minni@chicagobooth.edu Website Mobile: +1 7732314616 Citizenship: Italy, US, UK
EMPLOYMENT	The University of Chicago Booth School of Business Assistant Professor of Economics and Asness Junior Faculty Fellow, 2025- Assistant Professor of Economics, 2024-2025 The Institute for Fiscal Studies (IFS) Post-Doctoral Fellow, 2023-2024	
EDUCATION	The London School of Economics and Political Science (LSE) Ph.D. in Economics, 2023 Universitat Pompeu Fabra (UPF) M.Res. in Economics, 2017 University of Warwick B.Sc. (Hons) in Philosophy, Politics and Economics (Bipartite with Economics Major), 2015 <i>First Class Honors, Top of the graduating class</i>	
FIELDS OF SPECIALIZATION:	Labor Economics, Organizational Economics, Development Economics Google Scholar Page ; ORCID	
REFEREED PUBLICATIONS	Making the Invisible Hand Visible: Managers and the Allocation of Workers to Jobs <i>Best Job Market Paper Award, EEA and UniCredit Foundation</i> ; <i>Dissertation Award Honorable Mention, W.E. Upjohn Institute for Employment Research</i> ; <i>Labor Dissertation Prize, Italian Association of Labor Economics (AIEL)</i> ; <i>Ronald Coase Best Dissertation Award, Society for Institutional & Organizational Economics (SIOE)</i> <i>Forthcoming, Quarterly Journal of Economics</i> (2026) Leaders in Social Movements: Evidence from Unions in Myanmar (with Laura Boudreau, Rocco Macchiavello and Mari Tanaka). American Economic Review (2025), 115(6): 1975-2000.	
WORKING PAPERS	Managers and the Cultural Transmission of Gender Norms (with Kieu-Trang Nguyen, Heather Sarsons and Carla Srebot) Reorganizing Work Inside the Firm: Task Change After Technology Adoption (with Eleonora Brandimarti, Raffaella Sadun, and Jorge Tamayo) Meaning at Work (with Nava Ashraf, Oriana Bandiera and Luigi Zingales) <i>Revise and Resubmit, Quarterly Journal of Economics</i> Gender Gaps across the Spectrum of Development: Local Talent and Firm Productivity (with Nava Ashraf, Oriana Bandiera and Victor Quintas-Martinez) <i>Revise and Resubmit, The Review of Economics and Statistics</i>	
OTHER PUBLICATIONS	Why people matter in high-growth entrepreneurship in Africa (with Vittorio Bassi, Amanda Awadey, Ama Baafrá Abeberese, and Anne Kersting), J-PAL , March 24, 2026.	

New Research on How the Best Managers Shape Employees' Careers, **Harvard Business Review**, October 1, 2025.

Long-Term Unemployment, Volunteering, and Re-envisioning the Nature of Work (with Nava Ashraf, Oriana Bandiera, and Martina Zanella), **Nuffield Foundation Public Output**, May 30, 2025.

Global Managers, Local Workers: Wage Setting Inside a Multinational Firm. **AEA Papers & Proceedings** (2024), 114: 586-91.

Improving the allocation of talent by enabling Italian women to work, **Agenda (Treccani) Article**, January 22, 2020.

Industrial relations and workplace communication in Myanmar garment sector (with Min Zar Ni Lin, Mari Tanaka, Hanh Nguyen, Khin Suu Thet, and Rocco Macchiavello), **IGC Working Paper Series**, 2019.

AFFILIATIONS

National Bureau of Economic Research (*NBER*), Faculty Research Fellow, Labor Studies, 2026-
Abdul Latif Jameel Poverty Action Lab (*J-PAL*), Jobs and Opportunity Initiative (JOI), 2025-
Centre for Economic Policy Research (*CEPR*), Research Affiliate, 2024-

- Organizational Economics Programme
- Member of the Inequality & the Role of Firms Research and Policy Network

Institute of Labor Economics (*IZA*), Research Affiliate, 2024-

Becker Friedman Institute UChicago Scholar: *BFI Ronzetti Initiative for the Study of Labor Markets*, *BFI Socioeconomic Inequalities*, *Political Economy*, *BFI-LATAM*, 2024-

Digital Reskilling Lab, Harvard Business School, Research Collaborator, 2024-

Institute for Fiscal Studies (*IFS*), Research Associate, 2024-

Suntory and Toyota International Centres for Economics and Related Disciplines (*STICERD Development*), Visiting Fellow, 2023-

Centre for Economic Performance (*CEP Growth*; *CEP Labour Markets*), Associate, 2023-

TEACHING

Topics in Labor Economics, University of Chicago Booth School of Business (PhD), Spring 2026

Private Enterprises, Productivity, and Economic Development, PEDL & STEG (PhD, Guest Lecturer), Spring 2026

Field Experiments, Harvard University (PhD, Guest Lecturer), Spring 2025

Development Economics, University of Chicago (PhD, Guest Lecturer), Fall 2024, Winter 2026

Political Economy, London Business School (PhD, Guest Lecturer), Spring 2023

Applying Behavioral Economics for Social Impact: Design, Delivery and Policy, London School of Economics (Executive Master's Program, Guest Lecturer), Spring 2023

Firms & Markets in Emerging Economies, London School of Economics (MSc, Guest Lecturer), Winter 2020 & Winter 2021

EC307 Development Economics, LSE (Undergraduate, Teaching Assistant), 2019-2020

- **2020 LSE Class Teacher Bonus Award** (based on student ratings)
- **2020 Nomination for 2020 LSE Students' Union Student-led Inspirational Teaching Award** (based on student nominations)

MG206 Business Strategy in International Markets, LSE Summer School (Undergraduate, Teaching Assistant), 2019

EC307 Development Economics, LSE Summer School (Undergraduate, Teaching Assistant), 2019

22097 Introduction to Macroeconomics, UPF (Undergraduate, Teaching Assistant), 2016-2017

SEMINAR
PRESENTATIONS
(INCLUDING
SCHEDULED)

2026: Columbia, Cornell, ESE Rotterdam, Tilburg University, AXA Research Lab on Gender Equality (Bocconi University), Global Challenges Seminar (Bocconi, Bicocca, LdA, University of Milan), MIT, Stanford

2025: UCLA, University of Illinois Urbana-Champaign, University of Chicago (Becker Applied Workshop), University of Maryland, Booth Micro Workshop, Central European University, Berkeley Haas

2024: University of Essex, HKU Business School, NUS Business School, Hertie School, LMU Munich, Wisconsin, UC Berkeley, Oxford University, IFS-UCL-IoE Human Capital and Labor Markets Seminar Series, IMF, New York Fed, MIT Sloan, Central Bank of Pakistan

2023: Microsoft Research, Harvard Business School, Columbia Business School, Michigan Ross, Carlson School of Management, The Wharton School, Yale School of Management, Kellogg Strategy, Chicago Booth, London Business School, Institute for International Economic Studies (IES), Stockholm School of Economics (SSE), Stockholm University (SOFI), CSEF Naples, REStud North America Tour: Rice, WashU/St. Louis Fed and Brown, CREST-ENSAE, Warwick University, Institute for Fiscal Studies (IFS), European Bank for Reconstruction and Development (EBRD), IFS-UCL-LSE/STICERD Development Seminar

2022: University of Cologne

2021: LMU Munich Organizational Economics Seminar

2020: LSE Management, IFS-UCL-LSE/STICERD Development Seminar

CONFERENCE
PRESENTATIONS
(INCLUDING
SCHEDULED)

2026: AEA/ASSA Annual Meeting (discussant), CEPR Workshop on Inequality and the Role of Firms, Princeton Macro Development Conference (discussant), NBER Organizational Economics Spring Meeting, NBER Productivity, Innovation, and Entrepreneurship Spring Meeting, SOLE, University of Pittsburgh BEDI Labor & Development Workshop, 11th Berkeley-Padova-Paris Organizational Economics Workshop, Salzburg Workshop on Leadership, Employee Well-Being, and Firm Performance, CESifo Venice Summer Institute Workforce Adjustments to Technological Change

2025: AEA/ASSA Annual Meeting (discussant & presenter), Columbia Junior Micro/Macro Labor Conference, Utah Winter Organizational and Political Economics Conference, Princeton NLSE Conference, NBER Organizational Economics Spring Meeting, Montreal CIRANO-CIREQ Workshop on Markets with Frictions, Trans-Pacific Labor Seminar (TPLS), IGC Workshop on Sustainable Growth in Uganda, NBER SI Gender, Stanford Site Gender, BU Macro Meets Micro in Development Conference, Advances with Field Experiments Conference, Stigler Center Affiliate Fellows Conference (discussant), Becker Friedman Institute Latin America (BFI-INSPIER) Conference, NBER Labor Studies Fall Meeting, Organizational Political Economy in Chicago (OPEC) Workshop

2024: AEA/ASSA Annual Meeting, Utah Winter Organizational and Political Economics Conference (discussant), NBER Organizational Economics Spring Meeting (discussant), MWIEDC Conference, BEAM, EIEF Junior Applied Micro Conference, CeMENT Workshop, SIOE, NBER Summer Institute (Labor Studies & Personnel Joint Session), AIEL Conference, CEPR IMO/ESF (Joint Session), Good Business Forum at UC San Diego's School of Global Policy and Strategy, Empirical Management Conference

2023: CEPR Symposium in Labor Economics, BSE Summer Forum Workshop on Organizational Economics, Economics of Firms and Labor Workshop, Organizational Economics Summer Symposium (OESS), NBER Summer Institute (Personnel), CEPR IMO/ENT (discussant)

2022: Institutional and Organizational Economics Academy (IOEA) Workshop, Annual Southern PhD Economics Conference (ASPEC), Young Economist Symposium (YES), Committee for Organizational Economics (OE) Annual Meeting

2021: NBER Organizational Economics Meeting, CEPR Joint Workshop on Incentives, Management and Organization (IMO) & Entrepreneurship Economics (ENT), NBER Summer Institute (Labor Studies), NBER Summer Institute (Development Economics, lightning talk), Society for

Institutional & Organizational Economics (SIOE) Conference (live-streamed session)

REFeree SERVICE	American Economic Journal: Economic Policy; American Economic Review; American Economic Review: Insights; Econometrica; Economica; Economic Development and Cultural Change; Economic Journal; Journal of the European Economic Association; Journal of Labor Economics; Oxford Bulletin of Economics and Statistics; Journal of Political Economy; Journal of Political Economy Microeconomics; Journal of Public Economics; Management Science; Marketing Science; Quarterly Journal of Economics; Review of Economic Studies; The Journal of Law, Economics, and Organization
OTHER SERVICE	<p><i>Peer Review:</i> STEG LRG Research Grants 2025; European Association of Young Economists Annual Meeting 2025; SIOE Coase Dissertation Award Selection Committee 2025; Chair of SIOE Coase Dissertation Award Selection Committee 2026</p> <p><i>Conference Organization:</i> Organizational Political Economy in Chicago (OPEC) Workshop 2025-; Becker Friedman Institute Women in Empirical Microeconomics Conference 2024-</p> <p><i>Seminar Organization:</i> Booth Applied Economics Workshop (2025); STICERD/CEP Application Seminar “meet with speaker phd coffee chat”, Organizer (2020-2021)</p> <p><i>Other:</i> BFI Student Lunch Becker Brown-bag 2026; Session Chair Booth Firms’ Cost of Capital, Discount Rates, and Investment Conference 2026</p> <p><i>Mentoring:</i> Applicant Mentoring Program (AMP) to help applicants from underrepresented backgrounds apply to economics PhD programs, Mentor (2021); PhD Offer Holders Buddy Scheme to introduce offer holders to the Econ PhD life at the LSE, Buddy (2020, 2021); PhD Buddy Scheme to provide advice and mentoring to junior PhD students throughout the initial years of the Econ PhD program, Buddy (2020, 2021, 2022)</p>
RESEARCH GRANTS	<p>2025: International Growth Centre (IGC), £60,000; Structural Transformation and Economic Growth (STEG), £100,000; Private Enterprise Development in Low-Income Countries (PEDL), £40,000; Polsky Center for Entrepreneurship and Innovation, \$10,000</p> <p>2024: Structural Transformation and Economic Growth (STEG), £25,000; International Growth Centre (IGC), £30,000</p> <p>2022: Schmidt Futures, \$94,649</p> <p>2021: Nuffield Foundation Grant, £100,000</p> <p>2020: STICERD LSE Staff Grant, £10,000; IER Hitotsubashi University, £7,000</p> <p>2019: International Growth Centre (IGC), Small Project Grant £40,000; International Growth Centre (IGC), Scoping Visit Grant £8,000</p>
FELLOWSHIPS AND AWARDS	<p>2025: PEDL Workshop on AI, Finance and Entrepreneurship</p> <p>2024: CASBS Summer Institute on Organizations and Their Effectiveness, Stanford University</p> <p>2024: Ronald H. Coase Dissertation Award, Society for Institutional & Organizational Economics</p> <p>2024: Labor Dissertation Prize, Italian Association of Labor Economics (AIEL)</p> <p>2023: W.E. Upjohn Institute for Employment Research, Dissertation Award Honorable Mention</p> <p>2023: ESRC Postdoctoral Fellowship, The Economic and Social Research Council</p> <p>2023: REStud North America Tour</p> <p>2022: Best Job Market Paper Award by the European Economic Association (EEA) and Uni-Credit Foundation 2022</p> <p>2022: Michio Morishima Student Support, STICERD, London School of Economics</p> <p>2017 - 2021: ESRC +4 Research Scholarship, The Economic and Social Research Council, for the PhD Program at the London School of Economics</p> <p>2020: Young Economist, 7th Lindau Meeting on Economic Sciences</p> <p>2016 - 2017: MRes Scholarship, Universitat Pompeu Fabra</p> <p>2015: PPE Examiners’ Prize, Department of Economics, University of Warwick, for outstanding performance in Philosophy, Politics and Economics</p>

2014: PPE Examiners' Prize, Department of Economics, University of Warwick, for outstanding performance in Philosophy, Politics and Economics

2013: Undergraduate Research Support Scheme (URSS), Department of Economics, University of Warwick