



Harvard University

Kadeem Noray

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Academic Positions

2025–	Assistant Professor at Harvard Business School (NOM Unit)
2024–2025	Future of Work Postdoctoral Associate, Dept. of Economics at MIT
2024–2025	Visiting Scholar, National Bureau of Economic Research
2023–	Research Associate, Opportunity Insights at Harvard University
2023–2024	Postdoctoral Fellow, National Bureau of Economic Research

Education:

2017–2024	PhD, Public Policy (Economics Track), Harvard University
Fall 2019	Visiting PhD Candidate, BFI & Dept. of Economics at University of Chicago
2015–2017	MS, Applied Economics, Montana State University (4.0 GPA)
2011–2015	BS, Economics, Math, and Physics, Hillsdale College (Magna Cum Laude)

Publications:

Noray, K. (2024). **Police Brutality, Law Enforcement, and Crime: Evidence from Chicago.** *Journal of Urban Economics*, 103630. [Adapted from Master's Thesis]

Deming, D. J. & Noray, K. (2020). **Earnings Dynamics, Changing Job Skills, and STEM Careers.** *The Quarterly Journal of Economics*, 135(4), 1965–2005.

Abram, W. C., & Noray, K. (2018). **Political Corruption and Public Activism: An Evolutionary Game Theoretic Analysis.** *Dynamic Games and Applications*, 8(1), 1-21. [Adapted from Undergraduate Thesis]

Working Papers:

Selecting for Diverse Talent: Theory and Evidence (with [Neil Natarajan](#))

Workplace Communication as Systemic Disadvantage (with [Savannah Noray](#))

Whose Bridge to Opportunity and Why? Unpacking the Impacts of Sectoral Job Training (with [Namrata Narain](#))

Measuring Statistical, Taste-Based, and Belief-Based Discrimination in AI and Human Decision-Making (with [Peter Bergman](#) and [Tushar Kundu](#))

Research in Progress:

Re-evaluating Matching in the Age of Big Data (with [Raj Chetty](#) and [Lawrence Katz](#))

Beliefs or Values? Unpacking the Causes of Political Polarization (with [Savannah Noray](#) and Stephen Zhu)

Artificial Intelligence, Polanyi's Paradox, and the Growing Tacitness of Work (with Alexander Cline and [Savannah Noray](#))

Policy and Other Writing:

Noray, K. (2021). **The Labor Market Value of Non-Cognitive Skills**. B. Orrell (Ed.). ***Minding our Workforce: The Role of Noncognitive Skills*** (1, 55-92). Washington DC: American Enterprise Institute.

Talks and Presentations (Presented by Coauthor in Italics):

2025-2026	LSE Economic Opportunities and Inclusion Workshop, Econometric Society Meeting (at AEA/ASSAs), Ashe Center at Harvard Kennedy School, UChicago BFI
2024-2025	Carnegie Mellon University, American Enterprise Institute, Horizons, APPAM, MIT SCC, MIT Blueprint Labs, UMichigan Ross T&O, Stanford Economics, MIT Sloan WOS/SCC, Northwestern Kellogg Strategy, MIT Sloan Applied Economics, Harvard Business School NOM, MIT SCC Expanding Horizons in Computing Conference, UC Berkeley Economics, New York Fed
2023-2024	UNC PPE; American Enterprise Institute; UT Austin School of Civic Leadership, UCSB Econ
2022-2023	APPAM; CEHD at UChicago
2020-2021	Chicago Federal Reserve
2019-2020	Harvard Law School
2018-2019	<i>NBER Education</i> ; Harvard Kennedy School; <i>NBER Labor Studies</i> ; PPE Society Meeting; American Enterprise Institute; <i>NBER Summer Institute</i>
2017-2018	World Economic History Congress; Microsoft Research NYC
2014-2015	American Mathematical Association Sectional Meeting; Mathematical Association of America Sectional Meeting

Refereeing Service (Economics):

AEJ: Applied Economics, AEJ: Economic Policy, American Economic Review: Insights, Economic Inquiry, Economic Journal, Journal of Labor Economics, Journal of Policy Analysis and Management, The Journal of Political Economy, JPE: Micro, Journal of Public Economics, Labour Economics, Rand Journal of Economics, Review of Economics and Statistics, Social Choice and Welfare, Quarterly Journal of Economics

Refereeing Service (Computer Science):

Reviewer for ACM Fairness, Accountability, and Transparency Conference

Professional Affiliations:

2024-	Affiliate, Lab for Economic Opportunities (LEO) at University of Notre Dame
2022-	Researcher, Skills Lab at Harvard University
2021-	Research Affiliate, The Learning Collider at University of Texas at Austin
2022	Research Consultant, University of Austin (UATX)
2021-2024	Resident Tutor at Kirkland House, Harvard College
2020-2023	Research Consultant, Schmidt Futures

2018–2023	Graduate Student Affiliate, Heterodox Academy
2017–2023	Member of the AEA Pipeline Mentoring Program
2017–2023	Affiliate, IQSS at Harvard University
2020–2022	Graduate Student Affiliate, Broad Institute at Harvard & MIT
2021	Research Intern, MIT-IBM Watson Lab
2019–2021	Working Group on Noncognitive/SEL Skills, American Enterprise Institute
2019–2021	Non-resident Tutor at Adams House, Harvard College
2018–2019	Ed Labs Affiliate, Harvard University
2018–2019	Resident Tutor at Adams House, Harvard College

Selected Honors, Scholarships, and Fellowships:

2023-2024	Junior Fellow, Institute for Humane Studies (IHS)
2022-2023	Global Priorities Fellow, Forethought Foundation at Oxford University
2022	Summer Research Fellow, Institute for Humane Studies (IHS)
2019-2020	Emerging Education Scholar, American Enterprise Institute / Fordham Institute
Fall 2019	Becker Scholar in Price Theory, BFI and University of Chicago
2018–2023	Health Policy Research Scholar, Robert Wood Johnson Foundation
2018–2023	Stone Scholar in the Inequality & Social Policy Program, Harvard University.
2018–2021	Terence M. Considine Fellowship in Law and Economics, Harvard University
2018	Price Theory Summer Camp, BFI and University of Chicago
2018	Finalist: Paul & Daisy Soros Foundation Fellowship
2017 & 2018	Honorable Mention: Ford Foundation Predoctoral Fellowship
2017–2019	GSAS Prize Fellowship, Harvard University
2017–2021	Humane Studies Fellowship, Institute for Humane Studies (IHS)
2015–2017	Presidential Fellowship, Montana State University

Grants:

2019–2020	HHS/ACF PACE Grant (\$70,000)(w/ Raj Chetty and Namrata Narain)
2019–2020	JPAL NA Project Development Grant (\$5,000) (w/ Savannah Noray)
2018–2019	Emergent Ventures Research Grant (\$20,000) (w/ Savannah Noray)

Research Experience:

Summer 2018	Microeconomics Research Intern for Dr. E. Glen Weyl, Microsoft Research
Summer 2017	Research Assistant for Professor Kerwin Charles, University of Chicago
Summer 2014	LAUREATES Program Researcher with Dr. William Abram, Hillsdale College

Miscellaneous:

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