






# Saharnaz Babaei-Balderlou

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## RESEARCH INTERESTS

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Applied Microeconomics, Labor Economics, Education, Inclusion and Diversity, Financial Technologies

## ACADEMIC POSITIONS

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**Assistant Teaching Professor**, University of Wisconsin - La Crosse, WI, USA 8/2024 - Present

## EDUCATION

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**Ph.D. in Economics**, University of South Carolina, Columbia, SC, USA 2018 - 2024  
**Master of Economics**, Urmia University, Urmia, Iran 2011 - 2013  
**Bachelor of Economics**, Urmia University, Urmia, Iran 2007 - 2011

## PEER-REVIEWED PUBLICATIONS

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- Tran, H., **Babaei-Balderlou, S.**, Vesely, R. (2024). Balancing the Scale: Investigating the Effect of Frontloading and Backloading Salary Structures on Teacher Turnover. *Teaching and Teacher Education*, 152, 104809. (DOI)
- Tran, H., **Babaei-Balderlou, S.**, & Smith, D. A. (2022). The promises and pitfalls of government-funded teacher staffing initiatives on teacher employment in hard-to-staff schools: Evidence from South Carolina. *Policy Futures in Education*, 22(1), 43-65. (DOI)
- Heidari, H., **Babaei Balderlou, S.**, & Ebrahimi Torki, M. (2016). Effects of the Import of Consumption, Intermediate and Capital Goods on Transmission of Crude Oil Price Volatility to the Industry and Mining Sector in Iran. *Journal of Energy Planning And Policy Research*, 2(2), 195-234. (In Persian - Link)
- Heidari, H., **Babaei Balderlou, S.**, & Ebrahimi Torki, M. (2016) Energy Intensity of GDP: A Nonlinear Estimation of Determinants in Iran. *International Journal of Economics and Management Studies (IJEMS)*, 1 (2), 1-19. (Link)
- Heidari, H., & **Babaei-Balderlou, S.** (2014). Investigation of the effect of crude oil price uncertainty on the growth of Industry and Mine sector in Iran: An application of Markov-Switching Models. *Quarterly Energy Economics Review*, 10(41), 43-70. (In Persian - Link)
- Heydari, H., & **Babaei, S.** (2013). Crude oil price contagion to the growth of Industry and Mine sector in Iran: An approach to Markov-Switching Models. *Iranian Journal of Energy*, 16(3), 0-0. (In Persian - Link)

## WORKING PAPERS

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- "Diversity and Retention: How Workplace Equity Impact Teacher Attrition and Satisfaction" (**Job Market Paper** - Link)
- "Kept at the Margins: Why do rural teacher staffing challenges exist? Why do they persist?", with Tran H., and Smith D.
- "Performance-based bonuses, teacher turnover, and student outcomes", with Maloney, S.
- "How two giant FinTech lenders shape banks' personal loan market!" with Ebrahimitorki, M.

*Last Updated: October 26, 2024*

## WORK IN PROGRESS

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- Unpacking the mechanisms of anti-discrimination policies on workforce stability
- Discrimination perception at workplace, with Tran, H.
- AI Integration in Introductory Courses
- Debt's influence on destiny: student loans and post-graduation work outcomes, with Straw, M.A.
- Financial literacy and job choices (with a focus on teachers)
- Are borrowers happier while FinTech lenders break the "Tyranny of Distance"? with Ebrahimitorki, M.

## RESEARCH EXPERIENCE

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**Research Assistant, Supervisor: Dr. Henry Tran** **Columbia, SC, USA**  
*Wardlaw College of Education, University of South Carolina* 2019 - 2024

- Assistance in conceptualization, design and planning, data curation, empirical analysis, visualization, and dissemination of academic research papers
- Applied econometrics causal inference methods
- Analyzed the big, longitudinal national survey data
- Designed the model and mechanism to answer the research questions
- Assisted in developing and designing an experiment

**Research Assistant, Multiple Projects** **Columbia, SC, USA**  
*Darla Moore School of Business, University of South Carolina* 2018 - 2019

- Assistance in data collection, curation, and cleaning in multiple projects by Dr. Bentley Coffey, Dr. Crystal Zhan, and Dr. Joshua Hess

**Research Assistant, Supervisor: Professor Hassan Heidari** **Urmia, Iran**  
*School of Economic and Management Sciences, Urmia University* 2013-2016

- Data collection and analysis for spatial planning in West Azerbaijan, Iran

## TEACHING EXPERIENCE

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**Assistant Teaching Professor** **Columbia, SC, USA**  
*College of Business Administration, University of Wisconsin - La Crosse* 2024 - Present  
**Global Macroeconomics**  
Evaluation Indicator: Forthcoming  
*In-Person*  
*Fall 2024*

**Instructor** **Columbia, SC, USA**  
*Darla Moore School of Business, University of South Carolina* 2021 - 2024  
**Principles of Microeconomics** *In-Person*  
Evaluation Indicator: 4.2/5.0, 80% participation *Spring 2024*  
**Introduction to Economics** *In-Person*  
Evaluation Indicator: 4.5/5.0, 67% participation *Spring 2023*  
**Introduction to Economics** *In-Person*  
Evaluation Indicator: 3.7/5.0, 70% participation *Spring 2022*  
**Introduction to Economics** *Online*  
Evaluation Indicator: 4.3/5.0, 61% participation *Spring 2021*

**Teaching Assistant** **Columbia, SC, USA**  
*Darla Moore School of Business, University of South Carolina* 2018-2020

Introductory Econometrics  
Industrial Organization  
Public Finance  
Labor Economics and Labor Markets  
International Trade Economics  
Intermediate Macroeconomics

**Research Mentor** **Columbia, SC, USA**

**Undergraduate Honors Student Research Project**

Guidance on developing research proposal and data application for NCERDC  
 Guidance on and assistance with data management, visualization, and analysis  
 Collaboration in preparation and dissemination of the research project

**PROFESSIONAL SERVICES AND ACTIVITIES**

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Participation in organizing and conducting recruitment event for prospective economics student, UWL	<i>Fall 2024</i>
Preparing for Future Faculty, CTE, University of South Carolina	<i>Spring 2024</i>
Book review, Cambridge University Press, assessing content suitability for economics introductory courses	<i>2024</i>
Conducted L <sup>A</sup> T <sub>E</sub> X workshop for economics Ph.D. students, Darla Moore School of Business, U of SC	<i>Fall 2023</i>
President of the Iranian Student Association, University of South Carolina	<i>2021 - 2022</i>
Modern Meta-Analysis research workshop attendance, NSF, AIR, AERA-ICPSR-PEERS Data Hub	<i>Spring 2021</i>
Meta Analysis and Systematic Reviews, CARMA Short Course	<i>Spring 2021</i>

**PROFESSIONAL PRESENTATIONS**

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- Population Association of America, Columbus, Ohio, USA (2024)
- Eastern Economic Association (EEA) conference, CSWEP Session, Boston, MA, USA (2024)
- Association for Public Policy Analysis & Management (APPAM) conference, Atlanta, GA, USA (2023)
- Southern Economic Association (SEA) 93rd Annual Meeting, New Orleans, LA, USA (2023)
- Carolina Region Empirical Economics Day (CREED), Columbia, SC, USA (2023)
- Western Economic Association International (WEAI) 98th annual conference, San Diego, CA, USA (2023)
- Southern Economic Association (SEA) 92nd Annual Meeting, Fort Lauderdale, FL, USA (2022) - two papers
- Carolina Region Empirical Economics Day (CREED), Charleston, SC, USA (2021)
- 10th International Energy Conference, Tehran, Iran (2014)
- 9th International Energy Conference, Tehran, Iran (2012)

**FELLOWSHIPS AND HONORS**

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Humane Studies Graduate Fellowship Grant (\$2,000), The Institute for Humane Studies	<i>2023</i>
SPARC Graduate Research Grant (\$5,000), Office of VP for Research at U of SC	<i>2022-2023</i>
Moore School Research Grant (\$2,545), Darla Moore School of Business, U of SC	<i>2022-2023</i>
Ph.D. Graduate Research Assistantship, Wardlaw College of Education, U of SC	<i>2019 - 2024</i>
Ph.D. Graduate Assistantship, Darla Moore School of Business, U of SC	<i>2018 - 2019</i>

**TECHNICAL SKILLS AND CERTIFICATES**

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<b>Certificates</b>	Statistical Learning with Python – Issued by: StanfordOnline, Stanford University (2024) R Programming A-Z: R for Data Science – Issued by: Udemy (2024) The Complete SQL Bootcamp: Go from Zero to Hero – Issued by: Udemy (2024) SHARPGrad (Skills, Habits, and Research) – by University of South Carolina (2021) Preventing Harassment and Discrimination Training Program, University of South Carolina (2021)
<b>Skills</b>	Econometrics (Causal Inference; Panel Data, Cross Sectional, and Time Series Methods); Meta Analysis; Heteroskedasticity Econometrics (Uni- and Multivariate GARCH Family Models) STATA, Python, R, ArcGIS, SQL L <sup>A</sup> T <sub>E</sub> X
<b>Languages</b>	English (Fluent), Persian (Native), Azerbaijani-Turkish (Native)

## **MEMBERSHIPS**

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- Association for Public Policy Analysis & Management (APPAM)
- Population Association of America (PAA)
- American Economic Association (AEA)
- Regional Economic Associations: Western (WEAI); Southern (SEA); Midwest (MEA); Eastern (EEA) Economic Associations

## REFERENCES

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**Yi Crystal Zhan, Ph.D.**

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Darla Moore School of Business  
University of South Carolina  
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**Henry Tran, Ph.D.**

Educational Leadership and Policies  
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