

CURRICULUM VITAE

Name: Yael S. Hadass
Tel: 050-2132133
E-mail: yhadass@gmail.com

1. Academic Education

Ph.D., Political Economy and Government, Harvard University, 2004.

Thesis Title: “Essays in Applied Economics”

M.A., Political Economy and Government, Harvard University, 2002.

M.A., Economics, Tel Aviv University, 1997.

B.A., Economics and English Literature, Tel Aviv University, Magna Cum Laude, 1995.

2. Academic Employment

Interdisciplinary Center Herzliya, Lecturer, 2012- Present.

Courses taught:

International Trade, B.A. The School of Economics.

The Macroeconomic Environment, B.A., The International School of Business.

The Tel Aviv Yaffo Academic College, Lecturer, 2010-Present.

Courses taught in the programs of Economics-Management:

Labor Economics, B.A.

International Trade, B.A.

International Monetary Economics, B.A.

Harvard University, Lecturer and Teaching Fellow, 2002-2003.

Courses taught:

“Introduction to Microeconomics”, Kennedy School of Government, Harvard University,

Lecturer. “Introduction to Investments”, Harvard College, TF for Professor John Campbell.

Tel Aviv University, Lecturer and Teaching Fellow, 1997-1999.

“Introduction to Macroeconomics”, Lecturer.

“Introduction to Macroeconomics”, Kellogg-Recanati Executive MBA, TF for Prof. Eran Yashiv.

Interdisciplinary Center Herzliya, Lecturer, 1997.

Courses taught:

“Introduction to Macroeconomics”, Lecturer.

3. Academic Activities:

“The Effect of Internet Recruiting on the Matching Process of Workers and Firms,” 2004. (PhD Thesis Chapter - Job Market Paper).

More than 25% of unemployed job seekers reported using the Internet to look for jobs in early 2000. This paper examines the impact of the spread of online recruiting on the matching of workers and firms. A model of recruitment is developed in which job seekers have private information about their qualification for different jobs and firms possess imperfect screening technologies. The adoption of Internet recruiting is modeled as reducing application costs to workers, and improving screening technology for firms. The reduction in application costs to workers is shown to induce applications from candidates who are relatively less qualified and to decrease the proportion of qualified new hires. Improvement in firm's screening technology may offset this effect. Firms may adopt Internet recruiting strategies because of the direct reduction in recruiting costs and because of competition among employers for qualified hires. The implications of the model are empirically examined using personnel data from a large multinational manufacturing firm. Job duration is used as a proxy for match quality. Estimates from Cox duration models indicate that Internet recruits have shorter job duration than observationally equivalent workers hired through employee referrals but similar durations to those hired through print advertising. Propensity score method shows that occupations for which the Internet recruiting channel grew the fastest show larger declines in expected job durations compared with occupations for which the Internet grew less rapidly. This result is consistent with a key prediction of the model.

“On the Causes of Military Conscription,” 2004. (PhD Thesis Chapter).

This paper uses cross-country panel data to study the determinants of whether a country chooses to conscript its military force. I focus on the roles of military threat, the supply of young males, political regime, economic power and the origins of legal institutions in the decision to conscript. Comparing democracies and dictatorships, democracies that are much more populous than their neighbors (which I interpret as presenting a lesser threat) are less likely to conscript. However, when I study the effect of threat on each regime type independently, I find that the effect of threat is not significant in explaining existence of conscription policies. In an attempt to account for the extent of conscription, I find that the size of the military force relative to the population is not affected by increased threat in countries that have a conscripted military force. Countries with all-volunteer forces have bigger military forces in the presence of increased threat. In a sample that includes both conscripted and non-conscripted countries, the size of the military force increases when threat increases regardless of whether the country is a democracy. I also find that countries with higher shares of young males are more likely to conscript, countries with British legal origins are less likely to conscript and countries with Soviet legal origin are more likely to conscript.

Other research experience

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| 2000-2001 | Harvard University, Research Assistant for Prof. Jeffrey Williamson. |
| 1997-1999 | Tel Aviv University, Research Assistant for Prof. Assaf Razin. |
| 1996-1997 | Tel Aviv University, Research Assistant for Prof. Zvi Eckstein. |

Other Relevant Activities

Volunteer Lectures in “Economics of the Family”, for the “Amutat Hinuch LePsagot”.

4. Grants and Awards

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| 2004 | Harvard University James Souverine Gallo '27 Memorial Scholarship. |
| 2004 | National Security Fellowship of the National Bureau of Economic Research. |
| 1999-2003 | Harvard University- stipend. |
| 1999-2004 | Fischman Tuition fellowship. |
| 1999 | Fishelzon Award for best master's thesis. Tel Aviv University. |
| 1997-1999 | Tel Aviv University, stipend. |

5. List of Publications

5.1 Peer reviewed papers

Yael S. Hadass and Jeffrey G. Williamson. 2003. “Terms-of-Trade Shocks and Economic Performance, 1870–1940: Prebisch and Singer Revisited,” *Economic Development and Cultural Change* 51: 629-656.

Other Employment

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| 2004-present | General Manager, Schocken Publishing House, Israel. <ul style="list-style-type: none">• Supervising and managing the book production process.• Responsible for defining marketing and public relations strategy, and managing it.• Managing sales and sales strategy.• Responsible for business development and Internet strategy. |
| 2000-2004 | Board Member, Coop Bookstore. \$40M in revenue. |
| 2000-2003 | Business Manager, “The Citizen”, Student Newspaper, Kennedy School of Government, Harvard University. |
| 2002-2003 | Editorial Coordinator, “The Israeli Economic Quarterly”. Tel Aviv University. |
| 1998-1999 | Personnel Interviewer, Israeli Defense Force (mandatory army service), Israel. |