# Cody Cook


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## Education

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|---|---|---|
| Stanford GSB | Ph.D. in Economics | 2018 – |
| | *Fields: Public/Urban, Labor, Industrial Organization* | |
| University of Chicago | B.A. in Economics, with Honors | 2011 – 2015 |

## Professional Experience

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| Uber Technologies | Data Scientist | 2016 – 2018 |
| | *Research team supporting Chief Economist John List* | |
| TGG Group | Summer Intern & Associate | 2013, 2015 – 2016 |

## Research Papers

### *Publications*

"Older Workers and the Gig Economy" (with Rebecca Diamond and Paul Oyer). *AEA Papers and Proceedings*, 109: 372-376. 2019.

### *Working Papers*

"The Gender Earnings Gap in the Gig Economy: Evidence from over a Million Rideshare Drivers" (with Rebecca Diamond Jonathan Hall, John List, and Paul Oyer). *March 2019. Revision requested, Review of Economic Studies*.

## Professional Activities

### *Conference Presentations*

2019 WEAI Annual Conference, Advances in Field Experiments

2018 Advances in Field Experiments

2017 ASSA Annual Meetings

### *Teaching*

2019 *Big Data, Strategic Decisions* (Stanford GSB). Teaching Assistant to Paul Oyer

My research interests lie at the intersection of labor economics and Artificial Intelligence. In particular, I am interested in the future of work and the gig economy, where algorithms/AI can complement labor by, for example, efficiently matching individuals looking to supply labor with demand for their services.

Prior to beginning my PhD, I was a Data Scientist on a research team at Uber, where we often partnered with outside academics. In one project[1], we showed how—even within a homogenous job with pay determined by a gender-blind algorithm—a gender pay gap can arise due to gender differences in certain behaviors compensated more highly by Uber's pay scheme. In this case, men earned more due to the high returns to driving faster, surge pricing in busy areas such as bar districts, and because they, on average, had more experience on the platform. These results highlighted to me the potential risks associated with algorithmic compensation schemes; algorithms designed to optimize productivity of labor may reward possibly undesirable behaviors (e.g., driving speed) or have unintended outcomes (e.g., a gender pay gap).

More recently, I've begun studying how individual workers on gig economy platforms learn to optimize their earnings.[2] Learning in the gig economy is starkly different from traditional firms; workers have no boss and often cannot observe colleagues. In an ongoing project, we are studying how Uber drivers learn to increase their productivity *without* receiving explicit instructions from Uber on how best to drive. Instead, learning occurs through active experimentation to find the most productive behaviors (e.g., trying new driving times) and through optimizing how to use the specific platform (e.g., 'gaming' of certain incentives, better navigation).

In the future, I hope to extend this research beyond a single labor force and study how technology can improve coordination and augment labor across the entire economy. The Economics of Artificial Intelligence workshop and conference would be a valuable opportunity to connect with fellow economists with similar interests.

[1] "The Gender Earnings Gap in the Gig Economy: Evidence from Over a Million Rideshare Drivers"(with Rebecca Diamond, Jonathan Hall, John List, and Paul Oyer)

[2] This project is joint with Alex Bartik and Elizabeth Setren