Taryn Eames

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Education

University of Toronto, PhD in Economics — Expected June 2027
Fields: Applied Microeconomics, Labour Economics, Economics of Education, Inequality and Discrimination
Committee: Philip Oreopoulos (Supervisor), Patrick Button, David Price
PhD Fellow: Institute for Gender and the Economy, Rotman School of Management

University of Toronto, MA in Economics — 2014–2015

Queen's University, BAH in Economics; minor in Global Development — 2010–2014

Research

Working Papers

The Cost of Being Seen: Passing, Covering, and Hiring Discrimination Against Transgender Women. **Job Market Paper.** Link to Paper

Publications and Conditionally Accepted Papers

Eames, T. Taryn versus Taryn (she/her) versus Taryn (they/them): A Field Experiment on Pronoun Disclosure and Nonbinary Hiring Discrimination. **Conditionally Accepted**, *Journal of Human Resources*. Link to Paper

Eames, T., Brunskill, E., Yamkovenko, B., Weatherholtz, K., & Oreopoulos, P. (2026). Computer-assisted learning in the real world: How Khan Academy influences student math learning. *Proceedings of the National Academy of Sciences*, 123(1), e2507708123. Link to Paper

Eames, T. (2025). How does the intersection of sex and nonbinary gender identity affect hiring discrimination? Evidence from a correspondence field experiment. *AEA Papers and Proceedings*, 115, 202–208. Link to Paper

University of Toronto Institutional Reports

Benjamin, D., Harrison, J. E., Vigezzi, N., & **Eames, T.** (2025). *Faculty Salary Equity*. Link to Report

Benjamin, D., Harrison, J. E., Vigezzi, N., & **Eames, T.** (2025). *Time to Tenure and Promotion*. Link to Report

Conference and Seminar Presentations

ASSA Annual Meeting (scheduled; CSQIEP Pink Papers on LGBTQ+ Economics) — 2027
Tulane University (scheduled keynote; "Trans People and the Labor Market") — 2026
Undergraduate poster presentation event, which also brings together the Tulane LGBTQ Research Collective
CEA Annual Meeting (CWEC Origins and Impact of Gender Norms) — 2026
QPaP Seminar Series — 2026
ASSA Annual Meeting (AEA Discrimination in Economics and the Labor Market) — 2025
CEA Annual Meeting (two sessions: CLEF Diversity; CQEN–CSQIEP Joint Session) — 2024
CIREQ PhD Students' Conference — 2024
QPaP Seminar Series — 2024
CSQIEP Mentorship Conference — 2024

Teaching Experience

University of Toronto, Instructor

ECO105: Principles of Economics for Non-Specialists — 2025–2026
Taught approximately 400 students in a hybrid course; delivered live sessions, developed teaching materials and assessments, and managed six teaching assistants.

ROP299, ROP399: Research Opportunity Program — 2023, 2025
Taught nine undergraduates across three credit-bearing research courses. Students helped collect field experiment data; I delivered lectures, assigned homework, and provided feedback and mentorship through one-on-one meetings.

University of Toronto, Guest Lecturer

ECO372: Data Analysis and Applied Econometrics in Practice (fixed effects lecture)	Oct. 2026
MGT201: Coding for Business (SQL lecture)	Mar. 2026
ECO225: Big Data Tools for Economists (SQL lectures)	2025, 2026
ECO3800 (graduate): Labour Economics (fixed effects lecture; PhD level)	Feb. 2025

University of Toronto, Head Teaching Assistant

ECO105: Principles of Economics for Non-Specialists	2021–2025

University of Toronto, Teaching Assistant

ECO1060 (graduate): Research Paper (MA level)	2025–2026
ECO433: Gender and Family Economics	2026
ECO372: Data Analysis and Applied Econometrics in Practice	2026
ECO316: Applied Game Theory	2026
MGT301: Coding and Data Mining for Business Analytics	2026
ECO2425 (graduate): Applied Causal Machine Learning	2024–2025
ECO225: Big Data Tools for Economists	2023–2025
ECO220: Introduction to Data Analysis and Applied Econometrics	2022–2024
ECO202: Macroeconomic Theory and Policy	2014–2015

Research Assistant Experience

University of Toronto, Research Assistant to Eva Vivalt	2024–2025
University of Toronto, Research Assistant to Dwayne Benjamin and Jane Harrison	2023–2025
University of Toronto, Research Assistant to Marlène Koffi	2022–2023

Awards and Fellowships

Institute for Gender and the Economy, Rotman (CA$2,500 × 2)	2025–2027
SSHRC Doctoral Fellowship (CA$40,000 × 2)	2024–2026
University of Toronto Doctoral Fellowship (CA$18,000 × 5)	2021–2026
University of Toronto Research Fellowship (CA$2,000; via Peter Cziraki)	2023
University of Toronto MA Fellowship (CA$4,000)	2014–2015

Academic Service

Journal referee 2025–present
Quarterly Journal of Economics; *Journal of Economic Literature*; *Canadian Public Policy*; *Journal of Health Economics*; *Labour Economics*; *Feminist Economics*; *Journal of Homosexuality*

Judge, Economics Debate Night, University of Toronto Economics Club	2026
Panellist, MA-to-PhD Orientation Event	2025
SWEAT Seminar Organiser	2024
Graduate Economics Union President	2022–2023

Additional Professional Experience

Curinos, Management Consultant and Product Owner 2015–2021
Led client-facing empirical analyses in management consulting, progressing from Associate to Manager in three years. Subsequently transitioned to a Product Owner role, leading the development of automated data products using large-scale consumer and mobile geolocation data. Conducted intermittent contract work during my PhD.

Technical Skills

Advanced: R, Python (pandas, NumPy, SciPy, statsmodels, scikit-learn), SQL, Excel, LaTeX
Proficient: Stata, MATLAB, VBA, Manifold, ArcGIS

References

Philip Oreopoulos (Supervisor)
Distinguished Professor of Economics
Department of Economics
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David J. Price
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Patrick Button
Associate Professor of Economics
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Research Abstracts

The Cost of Being Seen: Passing, Covering, and Hiring Discrimination Against Transgender Women
Job Market Paper.

Individuals may make costly investments to "pass" as members of the dominant group by concealing their identity or to "cover" by downplaying identity-associated differences without necessarily hiding group membership. I study these concepts in a German field experiment on hiring discrimination against transgender women, where I send 10,022 fictitious applications in matched pairs to real job postings. I independently vary identity disclosure through a male-to-female name change and cisnormative appearance through experimentally manipulated, AI-generated headshots. Relative to controls, cisnormative applicants who disclose a name change receive 4.1 percentage points (pp) fewer positive responses (9%), while non-cisnormative applicants who do not disclose receive 4.6 pp fewer (10%). When both signals are present, the penalty rises to 15.2 pp (32%), exceeding the additive benchmark by 6.5 pp. Conformity is therefore especially protective when transgender identity is known, establishing a benefit of covering beyond identity concealment or a general conformity premium. The non-cisnormative penalty is larger in postings with a male contact person and in customer-facing occupations; discrimination overall is larger when employers face less competition for workers. A follow-up survey experiment points to greater concerns about workplace interactions than about applicants' individual capabilities.

Taryn versus Taryn (she/her) versus Taryn (they/them): A Field Experiment on Pronoun Disclosure and Nonbinary Hiring Discrimination
Conditionally Accepted, Journal of Human Resources.

Nonbinary job applicants may face discrimination from taste-based animus, perceived workplace integration costs, and statistical beliefs. To investigate, I submit 7,970 paired applications to 15 lower-skill occupations across six U.S. cities. Treated resumes list nonbinary "they/them" or sex-congruent "he/him" or "she/her" pronouns. Nonbinary pronouns reduce employer response by 5.2 percentage points (17%), versus 2.2 points (7%) for sex-congruent pronouns. Using the latter as a disclosure-only benchmark, nonbinary identity accounts for 58% of total "they/them" discrimination. Total discrimination is larger in the three Republican cities and postings with narrow wage ranges; nonbinary-specific discrimination is larger in occupations involving significant customer interaction.

Computer-assisted learning in the real world: How Khan Academy influences student math learning
With Emma Brunskill, Bogdan Yamkovenko, Kodi Weatherholtz, and Philip Oreopoulos.
Proceedings of the National Academy of Sciences, 2026.

Computer-assisted learning (CAL) offers an affordable way to implement a mastery learning approach in the classroom. However, while experimental research suggests CAL can enhance student outcomes, such findings often rely on experimental conditions not easily replicated in ordinary classroom settings (e.g., opt-in participation, extensive training and support, and high CAL usage targets). To assess the real-world impact of CAL, we draw on a large three-year panel of administrative data covering over 200,000 students in school districts that licensed Khan Academy's Measures of Academic Progress accelerator, a program designed to support math learning. To identify causal effects, we exploit within-teacher and within-school changes in average classroom CAL practice time—a strategy that yields precise, policy-relevant estimates even at modest usage levels. We find that a classroom with 6.6 h of annual Khan Academy practice (about 11 min per week) experiences a $+0.031$ SD gain in math test score performance compared to no practice. For classrooms with higher usage levels, we find approximately linear gains, with projected effects rising to $+0.085$ SD at the recommended 30 min per week. Higher-achieving students benefit most, in part because they spend more time on CAL and progress through more skills than lower-performing peers. Teachers might reduce achievement gaps and boost overall gains by encouraging more productive use of the platform (focused on skill mastery)—especially among struggling students.

How does the intersection of sex and nonbinary gender identity affect hiring discrimination? Evidence from a correspondence field experiment
AEA Papers and Proceedings, 2025.

This study examines the intersection of sex and nonbinary gender identity in hiring discrimination using a resume audit study, where sex was signaled via first name and nonbinary identity via "they/them" pronoun disclosure. Results show male and female nonbinary applicants face similar discrimination levels, with patterns in sex-based discrimination resembling those of cisgender applicants with the same implied sex: Female-named applicants are penalized in male-dominated occupations and vice versa. Applicants with intersecting minoritized identities—being both the nondominant sex and disclosing nonbinary pronouns—face heightened discrimination. These findings highlight the importance of considering intersecting identities in understanding labor market disparities.