

## Ritsu Kitagawa

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CONTACT INFORMATION	Waseda University Institute for Empirical Research in Organizational Economics Office 601-B, Waseda-Tsurumaki-cho 513 Shinjuku, Tokyo 162-0041 Japan	<i>E-mail:</i> <a href="mailto:ritsu.kitagawa@fuji.waseda.jp">ritsu.kitagawa@fuji.waseda.jp</a> <i>Website:</i> <a href="http://www.ritsukitagawa.com">www.ritsukitagawa.com</a> <i>GitHub:</i> <a href="https://github.com/ritsu1997">https://github.com/ritsu1997</a>
RESEARCH INTERESTS	Personnel Economics, Organizational Economics, Labor Economics.	
EDUCATION	<b>Waseda University</b> , Japan Ph.D. Candidate, Graduate School of Economics, April 2022 – Present. <ul style="list-style-type: none"><li>• Advisor: Hideo Owan</li></ul> M.A. in Economics, March 2022. <ul style="list-style-type: none"><li>• Advisor: Hideo Owan</li><li>• Valedictorian (for the highest academic excellence)</li></ul> B.A. in Economics, March 2020. <b>Queen's University</b> , Canada One-year auditing student program, September 2017 – August 2018. <ul style="list-style-type: none"><li>• As Prince Takamado Visiting Student Scholar.</li></ul>	
PUBLISHED PAPERS	[1] Kitagawa, R., Kuroda, S., Okudaira, H., and Owan, H. (2021). Working From Home and Productivity Under the COVID-19 Pandemic: Using Survey Data of Four Manufacturing Firms, <i>PLOS ONE</i> .	
WORK IN PROGRESS	[1] Screening and Sorting: Hiring Schemes and Endogenous Applicant Pools. (Working paper submitted to Waseda University as my master's thesis.) [2] Middle Managers and Employee Health. (w/ Hiroko Okudaira, Toshiaki Aizawa, Sachiko Kuroda, and Hideo Owan.) [3] The Effects of Internal Job Posting Programs. (w/ Ruo Shangguan, Kohei Takahashi, Yuji Kawata, and Hideo Owan.) [4] A Randomized Evaluation of Workplace mHealth Programs. (w/ Yuji Kawata.) [5] Mental Health of College Students During Their Job Search. (w/ Chihiro Kimoto and Hayato Kanayama) [6] Bait and Switch in the Online Marketplace for Rental Apartments. (w/ Takuya Takahashi.) [7] The Returns to Workplace Schmoozing with Bosses. (w/ Yuji Kawata and Hayato Kanayama.)	
PRESENTATIONS	[1] Labor Economics Conference (Online, Sept. 2021). "Working From Home: Its Effects on Productivity and Mental Health." [2] Organizational Economics Conference (Waseda Univ., July 2023). "Middle Managers and Employee Health." [3] Labor Economics Conference (Osaka Univ., Sept. 2023). "Middle Managers and Employee Health." [4] Asian and Australian Society of Labour Economics Conference (NTU, Dec. 2023). "The Returns to Workplace Schmoozing with Bosses."	

- OTHER WRITING
- [1] Hoshino, T., Tanaka, H., and Kitagawa, R. (2023). *Empirical Analysis with R*, 2nd Ed., Ohmsha.
- A Japanese undergraduate textbook on econometrics and R programming.
  - Visit the publisher's dedicated web page for details: <https://www.ohmsha.co.jp/book/9784274230028/>
  - The companion website: [www.rniyoru.com](http://www.rniyoru.com)
- [2] Bailey, M. (Forthcoming). *Real Stats: Using Econometrics for Political Science and Public Policy*, 2nd Ed. (Translated by Nishikawa, M., Kato, G., Ogura, I., Takei, M., and Kitagawa, R.), Keiso Publishing. (Original work published in 2020.)
- SOFTWARE DEVELOPMENT
- [1] GEM App (Gender Equality Measurement App).
- Developed and released by UTokyo Economic Consulting Inc.
  - A GUI software that allows HR practitioners to conduct various econometric analysis to measure the gender wage gap in their companies and interpret the results in an easy-to-understand manner.
  - I worked on this project as the co-planner and the chief engineer.
  - Visit the product website for details: <https://utecon.net/en/dataproduct/gemapp/>
- GRANTS, AWARDS, AND HONORS
- [1] Grant-in-Aid for JSPS Fellows, April 2023 – March 2025.
- FY2023: ¥1,000,000 (JPY).
  - FY2024: ¥1,000,000 (JPY).
- [2] JSPS Research Fellowship (DC2), April 2023 – March 2025.
- Stipend of ¥2,400,000 (JPY) per annum.
- [3] Sylff Research Grant, October 2022 – September 2024.
- \$5,000 (USD).
- [4] Ryoichi Sasakawa Young Leaders Fellowship, April 2022 – March 2024.
- Grant of \$10,000 (USD) per annum.
- [5] W-SPRING (JST SPRING) Fellowship, April 2022 – March 2025.
- Stipend of ¥2,200,000 (JPY) per annum.
  - Grant of ¥500,000 (JPY) per annum.
  - Resigned as of March 2023 due to the JSPS fellowship requirement.
- [6] Mamoru Iijima Commemorative Academic Prize (Waseda University), March 2022.
- For the potentially high academic significance of my master's thesis.
  - Awarded to only one graduating student at most.
- [7] Dean's Award (Waseda University), March 2022.
- For the significant research activities and academic excellence.
  - Awarded to only a few graduating students at most.
- [8] Waseda University Data Science Competition Grand Prize, November 2020.
- For rigorous analysis providing practical insights based on econometrics and machine learning.
- [9] Prince Takamado Visiting Student Scholarship, September 2017 – August 2018.
- Stipend of \$36,500 (CAD).

RESEARCH  
EXPERIENCE

- [1] RA for Hideo Owan, FPSE, Waseda University, RIETI, April 2019 – Present.
  - Data management, cleaning, analysis and project management.
- [2] RA for Sachiko Kuroda, RIETI, June 2020 – Present.
  - Data management, cleaning, analysis.
- [3] RA at UTokyo Economic Consulting Inc., April 2022 – Present.
  - Software development and product development.
- [4] RA for Masahiro Yoshida, FPSE, Waseda University, July 2022 – October 2022.
  - Data collecting, cleaning, analysis.
- [5] RA for Ngawang Dendup, FPSE, Waseda University, July 2021 – October 2021.
  - Data management, cleaning, analysis.
- [6] RA for Masaru Kohno, FPSE, Waseda University, May 2021 – March 2022.
  - Data collecting, cleaning, analysis.
- [7] RA for Hiroko Okudaira, Doshisha Business School, August 2020 – December 2020.
  - Data management, cleaning, analysis.
- [8] RA for Takumi Shimizu, Waseda Business School, July 2020 – October 2020.
  - Data collecting, cleaning, analysis.
- [9] RA for Masahisa Endo, FSS, Waseda University, February 2020 – March 2020.
  - Data management, cleaning.
- [10] RA for Kohei Watanabe, University of Innsbruck, September 2019 – March 2020.
  - Data management.

TEACHING  
EXPERIENCE

- [1] Evidence-Based Management (MBA), 2023 Spring.
  - TA for Kanetaka Maki, Waseda Business School.
- [2] Seminar on Economics and Graduation Thesis (Undergraduate), 2022 Spring and Fall.
  - TA for Hideo Owan, Waseda University.
- [3] Causal Inference (Graduate), 2021 Summer.
  - TA for Teppei Yamamoto, Massachusetts Institute of Technology.
  - Note: An intensive course at Waseda University.
- [4] Applied Econometrics (Undergraduate), 2021 Spring and 2022 Fall.
  - TA for Yuta Toayama, Waseda University.
- [5] Population Economics (Graduate), 2022 Fall.
  - TA for Masahiro Yoshida, Waseda University.
- [6] Population Economics (Undergraduate), 2022 Spring.
  - TA for Masahiro Yoshida, Waseda University.
- [7] Personnel Economics (Undergraduate), 2021 Spring.
  - TA for Hideo Owan, Waseda University.
- [8] Econometrics for HR Practitioners (Non-degree training course), 2019 – Present.
  - Instructor & Curriculum Manager
  - Note: An outreach program co-organized by the Institute for Empirical Research in Organizational Economics, Waseda University, and the People Analytics and HR Technology Association. (Visit the [course website](#) for more information.)

MEMBERSHIPS Japanese Economic Association, Asian and Australian Society of Labour Economics.

COMPUTER SKILLS R, Python, Stata, L<sup>A</sup>T<sub>E</sub>X, GitHub, Mathematica,  
Matlab, C/C++, Java, HTML, CSS, JavaScript, SQL.

LANGUAGES English (fluent), Japanese (native)

PERSONAL Citizenship: Japanese  
INFORMATION Gender: Male  
Pronouns: he/him  
Date of Birth: April 29, 1997