

Salman A. Khan

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Research Fields

Economics of education and human capital; applied microeconometrics and program evaluation; labor economics; economic development.

Education

- **Ph.D. in Economics**, University of Illinois Chicago, 2021.
Committee: Benjamin Feigenberg, Darren Lubotsky, Javaeria Qureshi, Benjamin Ost, and Bhaskar Mazumder.
- **Master in Economics and Finance**, CEMFI, Madrid, 2013.
- **B.Sc. in Economics**, Lahore University of Management Sciences, 2011 (*Summa cum laude*).

Publications

- Breznau, N., Rinke, E.M., Wuttke, A., et al. (incl. **Khan, S.A.**). “The Reliability of Replications: A Study in Computational Reproductions.” *Royal Society Open Science*, 12(3): 241038, 2025. <https://doi.org/10.1098/rsos.241038>

Working Papers

- “Can Technology Facilitate Scale? Evidence from a Randomized Evaluation of High-Dosage Tutoring” (with Monica P. Bhatt, Jonathan Guryan, Bhavya Mishra, and Michael LaForest). NBER Working Paper No. 32510. *Revise and resubmit, Journal of Human Resources*. <https://www.nber.org/papers/w32510>
- “Can Early Literacy Tutoring Improve Student Learning? Experimental Evidence from Chicago Public Schools” (with Monica P. Bhatt, Jonathan Guryan, and James S. Kim).
- “Unmet Expectations: Impacts of School Construction on Female Outcomes in Rural Punjab, Pakistan.” Best Student Paper, Australian Gender Economics Workshop.
- “The Great Recession and the Human Capital Investments of Youth.”

Policy Reports & Technical Publications

- *Back to Our Future: Policy Brief and Year 1 Technical Report* (2023), University of Chicago Crime & Education Labs. Lead Author. Evaluation of an \$18M youth re-engagement initiative with CPS and IDHS.
- *Phoenix Military Academy STEM Technical Report* (2023), University of Chicago Education Lab. Co-author.
- *Child Marriage in Pakistan: Costing Study* (2021), UN Women & National Commission on the Status of Women. Co-author.
- *USAID Conference Report on Improving Education Quality* (2014), Lahore University of Management Sciences. Lead Author.

Professional Experience

Research Director, University of Chicago Crime & Education Labs 2021–present

- Set and lead a multi-study research agenda spanning RCTs and quasi-experimental work on tutoring, school redesign, workforce development, and youth re-engagement.
- Lead studies from conception through design, analysis, and dissemination.
- Serve as PI/Co-PI on grants from Arnold Ventures, Overdeck Family Foundation, and Griffin Catalyst; manage staff, budgets, and pre-analysis plans across five to six project teams.

Research Consultant, International Development (World Bank, UN Women, USAID, Santander) 2012–2020

- Statistical expert, UN Women Pakistan costing study on child marriage; co-investigator, World Bank study of South Asia regional competitiveness.
- Co-organized a USAID conference on education quality for low-fee private schools; led focus group discussions for UNDP’s Human Development Report for Pakistan.

Selected Grants

- **Saga Technology** (RCT, with Monica P. Bhatt, Jonathan Guryan, Michael LaForest, and Bhavya Mishra): Technology-enabled tutoring across Chicago Public Schools and NYC DOE; cuts costs by approx. 30% and tutors needed by half while maintaining effectiveness. *Revise and resubmit, Journal of Human Resources*. Role: Co-PI. Funders: Laura and John Arnold Foundation (now Arnold Ventures), \$380,505; Overdeck Family Foundation, \$122,000. 2018–2023.
- **Saga Long-Term Tutoring Follow-Up** (with Monica P. Bhatt and Jonathan Guryan): Long-term follow-up of two RCTs of Saga Education’s high-dosage tutoring program in Chicago, evaluating impacts on college enrollment and degree receipt. *In analysis*. Role: Co-PI. Funder: Arnold Ventures, \$349,764. 2026–2028.
- **Saga Literacy** (RCT, with Monica P. Bhatt, Jonathan Guryan, and James S. Kim): Early-grade literacy tutoring with CPS and LEARN Charter Schools. “Do Teacher-Led Small-Group Instruction (12:1) and 2:1 High-Dosage Tutoring Yield Different Outcomes?” *Manuscript in preparation*. Role: Co-PI.
- **Genesys Works** (RCT, with Monica P. Bhatt, Kelly Hallberg, and Cristobal Pinto): Workforce-pipeline program for high school seniors, following 457 students across 68 CPS schools. *Manuscript in preparation*. Role: Co-PI. Funder: Arnold Ventures, \$120,812. 2025–2027.
- **Elevate** (cluster RCT, with Monica P. Bhatt, Jonathan Guryan, and Fatemeh Momeni): Whole-school redesign in 45 CPS schools, 2017–2022. “Scaling Personalized Learning using a Whole-School Approach: Experimental Evidence from Chicago.” *Manuscript in preparation*.

Policy Impact & Public Writing

- Tutoring research cited in the 2025 *Economic Report of the President* and the U.S. *Bureau of Labor Statistics Monthly Labor Review*; featured in *Chalkbeat*, *K-12 Dive*, *CommonWealth Beacon*, WBEZ Chicago; acknowledged in Jens Ludwig’s 2025 book *Unforgiving Places*.
- “Why Millions of Pakistani Children Can’t Read,” *The Friday Times*, 2026.
- “Is Primary Schooling Enough? The Fight Against Gender Inequality in Developing Countries,” CDPR; “Low-Fee Private Schools: Last Hope or Lost Hope?,” IDEAS, 2016.

Awards & Fellowships

- Best Student Paper, Australian Gender Economics Workshop, 2021.
- Houston H. Stokes Award, University of Illinois Chicago, 2016.
- Fulbright Scholar, University of Massachusetts Amherst, 2010.
- CEMFI Fellowship, 2011–2013.

Teaching

- Instructor of Record, Econometrics, University of Illinois Chicago, 2016–2021 (3 semesters, 100+ students).
- Teaching Assistant, University of Illinois Chicago, 2015–2016 and 2018–2021.
- Research Assistant for Prof. Benjamin Feigenberg & Darren Lubotsky on human capital and immigration projects, University of Illinois Chicago, 2016–2018.

Conference Presentations & Invited Talks

- **2026:** SREE 2026 (two papers accepted, upcoming).
- **2025:** 2nd Annual Conference on Collaborative State & Local Policy Research, Hoover Institution, Stanford (invited); Urban Labs Datapalooza; UIC Economics Club; Illinois Economics Association.
- **2024:** APPAM Fall Research Conference; SREE 2024; NYC Department of Education, Research Department; 1st Annual Conference on Collaborative State & Local Policy Research, Hoover Institution, Stanford (invited).
- **2023:** Chicago Economics of Education Research Mini-Conference, Federal Reserve Bank of Chicago (invited).
- **2021:** Crime & Education Lab, UChicago; PhDEVS Seminar; Australian Gender Economics Workshop (Best Student Paper); KDIS-World Bank DIME Conference; Sabancı University; LUMS; Nordic Conference in Development Economics.
- **2020:** APPAM Regional Student Conference, Washington DC (two papers accepted; canceled due to COVID-19); UIC Economic Research Luncheon; E-con of Education Student Conference; Evidence Based Economics Summer Meeting (paper accepted; canceled due to COVID-19).
- **2019:** UIC Economic Research Luncheon; UIC Summer Economic Research Luncheon; Illinois Economics Association; Development Day at UChicago.
- **2018:** Illinois Economics Association; UChicago Urban Labs; UIC Department Lunch Seminar; UIC Graduate Student Research Seminar.

Professional Service & Affiliations

- Session Chair, Illinois Economics Association Annual Meeting, 2018, 2025; Discussant, 2018.
- Member: American Economic Association (AEA); Association for Public Policy Analysis & Management (APPAM); Society for Research on Educational Effectiveness (SREE).

Skills & Languages

- **Methods & software:** Randomized and quasi-experimental design, IV, difference-in-differences, cost-effectiveness analysis; Stata, R, Python.
- **Languages:** English (native), Urdu (native), Spanish (basic proficiency).