

Jan Sauermann

Curriculum Vitae

Institute for Evaluation of Labour Market and Education Policy (IFAU)
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RESEARCH INTERESTS

Applied labour economics; economics of education; personnel economics; economics of gender

CURRENT AND PAST POSITIONS

Institute for Evaluation of Labour Market and Education Policy (IFAU), Uppsala (SE)
Associate Professor (docent) 09/2020-present
Parental leave from 09/2020-01/2021 (50%)

Swedish Institute for Social Research (SOFI), Stockholm University (SE)
Associate Professor (docent) 02/2018-08/2020
Assistant Professor (forskare) 10/2012-01/2018
Parental leave from 08/2017-05/2018 and 03/2020-08/2020 (100%)

Research Centre for Education and the Labour Market (ROA), Maastricht University (NL)
Researcher and PhD Student 04/2007-08/2012

Halle Institute for Economic Research (IWH), Halle (GER)
Researcher 02/2005-03/2007

Centre for European Economic Research (ZEW), Mannheim (GER)
Research Assistant 01/2001-12/2004

RESEARCH VISITS

Faculty of Management, Economics and Social Sciences, University of Cologne 11/2018

Department of Economics, University of Copenhagen 09/2016-10/2016

Centre for European Economic Research (ZEW) 04/2016

EDUCATION

Stockholm University, Docent in Economics 2018

Maastricht University, PhD in Economics 2012
 Thesis: *Human Capital, Incentives, and Performance Outcomes* (supervisor: Andries De Grip)

Summer schools and short courses 2007-2008
 Causal Inference and Program Evaluation (Guido Imbens); Discrete Choice Modelling (William Greene);
 Field Experiments (John List); Panel Econometrics (Badi Baltagi)

University of Zurich, Graduate Courses 2006-2007
 Swiss Leading House "Economics of Education"

University of Mannheim, Diploma in Economics (M.A.-equivalent degree) 2004
 Thesis supervisor: Bernd Fitzenberger

AFFILIATIONS AND FELLOWSHIPS

Swedish Institute for Social Research (SOFI) , Stockholm University	2020- <i>present</i>
Center for Corporate Performance (CCP) , Copenhagen Business School	2016- <i>present</i>
ROA , Maastricht University	2012- <i>present</i>
Institute of Labor Economics (IZA) , Bonn	2011- <i>present</i>
Network Social Innovation (NSI) , Maastricht	2008-2012

PUBLICATIONS

- J12 **Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment**, *Journal of Economics & Management Strategy*, *accepted for publication*
- J11 **Gender Bias in Teaching Evaluations**, *Journal of the European Economic Association*, 17(2), pp. 535-566, 2019 (with Friederike Mengel and Ulf Zölitz).
- J10 **Working Hours and Productivity**, *Labour Economics*, 47, pp. 96-106, 2017 (with Marion Collewet).
- J9 **Estimating the Relationship between Skill and Overconfidence**, *Journal of Behavioral and Experimental Economics* 68, pp. 18-24, 2017 (with Andries De Grip and Jan Feld).
- J8 **Referee Bias**, *Journal of Economic Surveys* 30(4), pp. 679-695, 2016 (with Thomas Dohmen).
- J7 **The Role of Peers in Estimating Tenure-Performance Profiles: Evidence from Personnel Data**, *Journal of Economic Behavior & Organization* 126 (June), pp. 39-54, 2016 (with Andries De Grip and Inge Sieben).
- J6 **Performance Measures and Workers' Productivity**, *IZA World of Labor* 260 (May), 2016.
- J5 **The Effect of Training on Productivity: The Transfer of On-the-job Training from the Perspective of Economics**, *Educational Research Review* 8, pp. 28-36, 2013 (with Andries De Grip).
- J4 **The Effects of Training on Own and Co-Worker Productivity: Evidence from a Field Experiment**, *Economic Journal* 122 (560), pp. 376-399, 2012 (with Andries De Grip).
- J3 **What Makes a Good Conference? Analysing the Preferences of Labour Economists**, *Labour Economics* 17(5), pp. 868-874, 2010 (with Lex Borghans and Margo Romans).
- J2 **What Affects International Migration of Science and Engineering Graduates from Europe?**, *Economics of Innovation and New Technology* 19(5), pp. 407-421, 2010 (with Andries De Grip and Didier Fouarge).
- J1 **Does Temporary Employment Affect the Work-related Training of Low-skilled Employees?**, *Journal for Labour Market Research* 41(4), pp. 489-499, 2008 (with Eva Reinowski; in German).

DISCUSSION PAPERS AND PAPERS IN THE EDITORIAL PROCESS

- W5 **Assessing Selection Bias in Non-experimental Estimates of the Returns to Workplace Training**, IZA Discussion Paper No. 13789, October 2020 (with Anders Stenberg, Stockholm University).
- W4 **Do estimated individual fixed effects capture worker ability?** (with Sebastian Butschek, University of Cologne), July 2019.
- W3 **The Effect of Employment Protection on Firms' Worker Selection**, IZA Discussion Paper No. 12305, April 2019 (with Sebastian Butschek, University of Cologne). (*Revise & resubmit at Journal of Human Resources*)
- W2 **Peer Effects in the Workplace: A Network Approach** (with Matthew J. Lindquist, Stockholm University, and Yves Zenou, Monash University), December 2017 (previously circulated as *Network Effects on Worker Productivity*, CEPR Discussion Paper No. 10928).
- W1 **Who Invests in Training if Contracts are Temporary? Empirical Evidence for Germany Using Selection Correction**, IWH Discussion Paper 14/06, July 2006. (*Archived*)

WORK IN PROGRESS

- P4 **Sibling Peer Effects in Field of Study Choice in Upper Secondary Schooling** (with Anders Stenberg, Stockholm University).
- P3 **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach** (with Anders Stenberg, Stockholm University).
- P2 **Dynamic Effects of Bonus Pay: Evidence from Personnel Data** (with Anders Frederiksen, Aarhus University).
- P1 **The Heterogeneous Effects of Bonus Pay on Performance Outcomes.**

BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

- O16 **Lehrevaluationen benachteiligen Wissenschaftlerinnen**, Ökonomenstimme, September 2019 (with Friederike Mengel and Ulf Zölitz).
- O15 **Is there a gender bias in teaching evaluations?**, OUPblog, March 2018 (with Friederike Mengel and Ulf Zölitz).
- O14 **Training and Performance in Call Centers**, CCP Research Brief 2, Center for Corporate Performance (CCP), May 2017.
- O13 **Why worker productivity is contagious**, VoxEU Column, December 2015 (with Matthew Lindquist and Yves Zenou).
- O12 **Human Capital, Incentives, and Performance Outcomes**, Economisch Statistische Berichten (ESB) 98(4657), 2013.
- O11 **Human Capital, Incentives, and Performance Outcomes**, PhD Thesis, Research Centre for Education and the Labour Market (ROA) Dissertation Series 13, Maastricht, 2013.
- O10 **Kwalificatievereisten stijgen niet overall**, Economisch Statistische Berichten (ESB) 97(4636) (with Frank Cörvers and Arnaud Dupuy), 2012.
- O9 **Modelling replacement demand**, in: *Skills supply and demand in Europe – Methodological framework*, European Centre for the Development of Vocational Training (Cedefop), Research Paper 25, pp. 65-78 (with Ben Kriechel), 2012.
- O8 **Het Effect van Ervaring op Productiviteit**, Economisch Statistische Berichten (ESB) 96(4621) (with Andries De Grip), 2011.
- O7 **Estimating Substitution Demand** (with Arnaud Dupuy), 2011.
- O6 **Forecasting Skill Supply and Demand in Europe: Skill Upgrading in Europe**, Technical Report, ROA Maastricht University (with Arnaud Dupuy), 2010.
- O5 **Forecasting Skill Supply and Demand in Europe to 2020: Replacement Demand – Methods and Results**, Technical Report 005, Warwick: Institute for Employment Research (with Ben Kriechel), 2010.
- O4 **Measuring Skill-upgrading in the Dutch Labor Market**, Research Centre for Education and the Labour Market, Maastricht University (with Arnaud Dupuy), 2009.
- O3 **De betekenis van internationale mobiliteit en allochtone bètatechnici voor de Nederlandse arbeidsmarkt**, *PlatformPocket* 9, 2009. Den Haag: Platform Bètatechniek (with Andries De Grip and Didier Fouarge), 2009.
- O2 **Befristete Beschäftigung: kein Hindernis für die Weiterbildung geringqualifizierter Personen**, *Wirtschaft im Wandel* 3/2007. Halle: Halle Institute for Economic Research (with Eva Reinowski), 2007.
- O1 **Registrierte Arbeitslosigkeit oder Erwerbslosigkeit: Gibt es das bessere Messkonzept?**, *Wirtschaft im Wandel* 4/2005. Halle: Halle Institute for Economic Research, 2005.

TEACHING EXPERIENCE (INCLUDING SCHEDULED)

A. Courses**Personnel Economics (Master)**

Stockholm University 2014/15; 2015/16; 2016/17; 2018/19
Course coordinator and lecturer (SO7450; 7.5 ECTS; 18/18 lectures and seminars)

Labor 3: Human capital and the Economics of Education (PhD)

Stockholm University 2017/18; 2018/19
Lecturer (7.5 ECTS; 4/12 lectures; with Matthew Lindquist and Jonas Vlachos)

Gender differences: origins and consequences (PhD)

Stockholm University 2017/18
Lecturer (7.5 ECTS; 2/12 lectures; with Anne Boschini, Ian Burn, Johanna Rickne, Jenny Säve-Söderbergh, and Emma Von Essen)

Topics in Personnel Economics (PhD)

University of Hamburg 2015/16
Course coordinator and lecturer (6 ECTS; 12/12 lectures)

Education and Social Cohesion (Master)

Maastricht University 2008/2009
Teaching assistant (1157M; 7.5 ECTS; 2/14 sessions and term paper supervision)

B. Supervision and opponent

Stockholm School of Economics (master thesis supervisor) 2019
Faculty opponent for Gunnar Brandén's final seminar, Uppsala University 2018
Maastricht University (master thesis co-supervisor) 2010

C. Teaching certificates:

Teaching methods (UL1: Stockholm University; 7.5 ECTS) 2015
Thesis supervision (UL2: Stockholm University; 7.5 ECTS) 2015

GRANTS, SCHOLARSHIPS, AND AWARDS

Swedish Research Council for Health Working Life and Welfare (FORTE)

Programme member (grant number: 2019-01251; 775,000 Euro) 2019-2023

Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse

Principal investigator for the "Stockholm-Uppsala Education Economics Workshop" (grant number: Fv19-0002; 14,000 Euro) 2019-2021

Institute for Evaluation of Labour Market and Education Policy (IFAU)

Principal investigator (grant number: 160/2017; 112,000 Euro) 2018-2019

NORFACE, PII (Populism, Inequality and Institutions) consortium

Programme member (1,500,000 Euro) 2018-2022

Vetenskapsrådet (Swedish Research Council)

Co-applicant (grant number: 2017-03432; 307,500 Euro) 2018-2019

Institute for Evaluation of Labour Market and Education Policy (IFAU)

Co-applicant (grant number: 156/2015; 116,000 Euro) 2016-2017

Travel grants

Stiftelse Siamon (total of 2.700 Euro); Wenner-Gren Foundation (1,500 Euro) 2015-2020

Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse

Principal investigator (grant number: P2014-0236:1; 50,000 Euro) 2015-2019

NRW Young Scientist Award

For paper "The effects of training on own and co-worker productivity: Evidence from a field experiment"

(1,500 Euro)	2012
Network Social Innovation (NSI)	
Co-applicant (25,000 Euro)	2012
Network Social Innovation (NSI)	
PhD grant (110,000 Euro)	2007–2012
German Data Forum (RatSWD)	
Co-applicant (20,000 Euro)	2006

CONFERENCE PRESENTATIONS (INCLUDING SCHEDULED)

American Economic Association (AEA) (2016: session organizer and presenter); European Association of Labour Economists (EALE) (2006, 2008, 2009, 2011, 2012, 2019); Joint EALE / Society of Labor Economists (SOLE) Conference (2015); Joint AASLE / EALE / SOLE Conference (2020); European Economic Association (EEA) (2009, 2010); European Society for Population Economics (ESPE) (2012, 2016); Industry Studies Conference (05/2008); Konferenz für Sozial- und Wirtschaftsdaten (2006); Royal Economic Society, RES (2011); RES PhD Meeting (2012); SOLE (2009, 2011); Verein für Socialpolitik (2006, 2014)

SEMINAR AND WORKSHOP PRESENTATIONS (INCLUDING SCHEDULED)

Aarhus University (2015); Advances with Field Experiments, Wharton School (2010); Berlin Applied Micro Seminar (2019); BeNA, Berlin (2013); CAM Seminar, Copenhagen (2016); CCP Meeting, Copenhagen (2017); Cedefop, Malta (2009); Cedefop-Eurofound-IZA virtual conference on Workplace and management practices (2020); CESIS Research Seminar, KTH Stockholm (2017); COPE Colloquium on Personnel Economics (2015, 2016); Copenhagen Business School (2017); CVER Conference, London School of Economics (2016); Economics of Leadership, MIT Sloan (2012); Education in Adulthood and the Labour Market, IAB Nuremberg (2009); Gender and the Labor Market: Empirical Approaches, Barcelona GSE Summer Forum (2015); HECER, Helsinki (2014); IAB, Nuremberg (2015); IFAU, Uppsala (2013, 2015, 2021); IFN Stockholm (2016, 2020); International GSOEP Young Scholars Symposium, Delmenhorst (2006); International Workshop on Applied Economics of Education, Catanzaro (2010); IZA, Bonn (2012); IZA Summer School, Buch (2011); Maastricht University (2007, 2x2009, 2012, 2021); Network Social Innovation, Maastricht (2010, 2012); Queen's University, Kingston (2012); Rockwool Foundation, Copenhagen (2016); Erasmus University Rotterdam (2020); RWI Essen (2010); RWTH Aachen (2018); SOFI, Stockholm University (2x2012, 2014, 2x2015, 2016); Stockholm Behavioral Economics Network (2015); Department of Political Science, University of Gothenburg (2018); University of Cologne (2018); University of Paderborn (2012); Vacancies, Hiring and Matching Workshop, IAB Nuremberg (2019); Workshop Labour Markets for Scientists and Engineers, Maastricht (2008); ZEW Mannheim (2011, 2016)

OTHER PROFESSIONAL ACTIVITIES

Stockholm-Uppsala Education Economics Network (co-founder and workshop organizer)	2017– <i>present</i>
Editor of New Economics Papers – Gender	2016– <i>present</i>
SOFI Brown Bag seminar (organiser)	2014–2017
SOFI Seminars in Labour Economics (organiser)	2013–2015
Stockholm Behavioral Economics Network (co-organiser 3rd workshop)	2015
Junior Recruiting Committee Member, SOFI	2014/15; 2016/17; 2018/19
StataTeX Blog –blog for Stata and LaTeX codes (founder)	2010– <i>present</i>

Referee for: *CESifo Economic Studies*; *Economic Inquiry*; *Economic Journal*; *Economics of Innovation and New Technology*; *Economics of Education Review*; *Empirical Research in Vocational Education and Training*; *European Sociological Review*; *IFAU Uppsala*; *ILR Review*; *IZA World of Labor*; *Journal of Behavioral and Experimental Economics*; *Journal of Economic Behavior & Organization*; *Journal of Economic Psychology*; *Journal of Economics & Management Strategy*; *Journal of Human Resources*; *Journal of Public Economics*; *Labour Economics*; *Management Science*; *Nature Human Behaviour*; *Oxford Uni-*

versity Press; Scandinavian Journal of Economics

Grant reviewing: *Swiss National Science Foundation; German Academic Exchange Service (DAAD)*

Memberships: *American Economic Association; European Association of Labour Economists; European Economic Association; Nationalekonomiska Föreningen (Swedish Economic Association); Royal Economic Society; Verein für Socialpolitik (German Economic Association)*

MEDIA APPEARANCE AND DISSEMINATION OF RESEARCH

Bayerischer Rundfunk (BR), Economisch Statistische Berichten (ESB), Focus Online, IZA Newsroom, Moment (AT), OUPblog, Süddeutsche Zeitung, The Economist, Universitetsläraren, Voxeu.org

LANGUAGE, IT, AND TEACHING SKILLS

Languages: German (native), English (fluent), Dutch (fluent), Swedish (intermediate)

IT skills: Stata, Gauss, Latex, HTML, PHP, SQL, NetQuestionnaire (survey software)