

Jan Sauermann

Curriculum Vitae

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RESEARCH INTERESTS

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

CURRENT AND PAST POSITIONS

Swedish Institute for Social Research (SOFI)

Stockholm University, Sweden

Associate Professor (docent)

02/2018-present

Assistant Professor (forskare)

10/2012-01/2018

Parental leave from 08/2017-05/2018

Research Centre for Education and the Labour Market (ROA)

04/2007-08/2012

Maastricht University, Netherlands; *Researcher*

Halle Institute for Economic Research (IWH)

02/2005-03/2007

Halle, Germany; *Researcher*

Centre for European Economic Research (ZEW)

01/2001-12/2004

Mannheim, Germany; *Research Assistant*

RESEARCH VISITS

Faculty of Management, Economics and Social Sciences, University of Cologne

11/2018

Cologne, Germany; *Visiting Researcher* (1 week)

Department of Economics, University of Copenhagen

09/2016-10/2016

Copenhagen, Denmark; *Visiting Researcher* (2 months)

Centre for European Economic Research (ZEW)

04/2016

Mannheim, Germany; *Visiting Researcher* (2 weeks)

EDUCATION

Stockholm University, Docent in Economics

2018

Maastricht University, PhD student in Economics

2007-2012

Thesis: *Human Capital, Incentives, and Performance Outcomes* (defense date 01/2013)

Thesis 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)

1998-2004

Thesis supervisor: Bernd Fitzenberger

AFFILIATIONS AND FELLOWSHIPS

Center for Corporate Performance (CCP) , Copenhagen Business School <i>Research Associate</i>	2016- <i>present</i>
ROA , Maastricht University, Netherlands <i>Research Fellow</i>	2012- <i>present</i>
Institute of Labor Economics (IZA) , Bonn, Germany <i>Research Fellow</i>	2017- <i>present</i>
<i>Research Affiliate</i>	2011-2017
Network Social Innovation (NSI) , Maastricht, Netherlands <i>Research Affiliate</i>	2008-2012

PUBLICATIONS

- 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

- W4 [The Effect of Employment Protection on Firms' Worker Selection](#), IZA Discussion Paper No. 12305, April 2019 (with Sebastian Butschek).
- W3 [Worker Reciprocity and the Returns to Training: Evidence from a Field Experiment](#), March 2019 (previous version available as IZA Discussion Paper No. 9179).
- W2 [Peer Effects in the Workplace: A Network Approach](#) (with Matthew J. Lindquist and Yves Zenou), December 2017 (previous version 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

- P6 **Do estimated individual fixed effects capture worker ability?** (with Sebastian Butschek).
- P5 **Sibling Peer Effects in Field of Study Choice** (with Anders Stenberg).
- P4 **Short- and Long-term Effects of Vocational versus General Schooling: A Regression Discontinuity Approach** (with Anders Stenberg).
- P3 **Dynamic Effects of Bonus Pay: Evidence from Personnel Data** (with Anders Frederiksen).
- P2 **The Heterogeneous Effects of Bonus Pay on Performance Outcomes.**
- P1 **Comparing experimental and non-experimental estimates of on-the-job training** (with Anders Stenberg).

BOOKS, RESEARCH REPORTS, AND OTHER PUBLICATIONS

- 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)

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; 2019/20
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)

Thesis supervision

Stockholm School of Economics (main supervisor: master) 2019
Maastricht University (co-supervisor: master) 2010

Faculty opponent

Gunnar Brandén's final seminar, Uppsala University 2018

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 (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 (1.300 Euro); Wenner-Gren Foundation (1,500 Euro) 2015

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); 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)

Advances with Field Experiments, Wharton School (2010); BeNA, Berlin (2013); CAM Seminar, Copenhagen (2016); CCP Meeting, Copenhagen (2017); CEDEFOP, Malta (2009); 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); International GSOEP Young Scholars Symposium, Delmenhorst (2006); International Workshop on Applied Economics of Education, Catanzaro (2010); IZA, Bonn (2012); IZA Summer School, Buch (2011); Aarhus University (2015); Maastricht University (2007, 2x2009, 2012); Network Social Innovation, Maastricht (2010, 2012); Queen's University, Kingston (2012); IFN Stockholm (2016); Rockwool Foundation, Copenhagen (2016); 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-present
Editor of New Economics Papers – Gender	2016-present
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 (founder and main contributor: blog for Stata and LaTeX codes)	2010-present
Referee for: <i>Economic Inquiry</i> ; <i>Economic Journal</i> ; <i>Economics of Innovation and New Technology</i> ; <i>Empirical Research in Vocational Education and Training</i> ; <i>European Sociological Review</i> ; <i>IFAU Uppsala</i> ; <i>IZA World of Labor</i> ; <i>Journal of Economic Behavior & Organization</i> ; <i>Journal of Economic Psychology</i> ; <i>Journal of Economics & Management Strategy</i> ; <i>Journal of Public Economics</i> ; <i>Labour Economics</i> ; <i>Management Science</i> ; <i>Nature Human Behaviour</i> ; <i>Oxford University Press</i> ; <i>Scandinavian Journal of Economics</i>	
Grant reviewing: <i>Swiss National Science Foundation</i>	
Memberships: <i>American Economic Association</i> ; <i>European Association of Labour Economists</i> ; <i>National-</i>	

ekonomiska Föreningen (Swedish Economic Association); Verein für Socialpolitik (German Economic Association)

MEDIA APPEARANCE AND DISSEMINATION OF RESEARCH

Bayerischer Rundfunk (BR), Economisch Statistische Berichten (ESB), Focus Online, IZA Newsroom, 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)