Lars VILHUBER CURRICULUM VITAE

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Research interests:

Effect of labor market conditions on remuneration; labor market effects of displacement; low wage labor market; comparative labor market studies, applied econometrics; statistical editing technologies; statistical name matching procedures; privacy and confidentiality.

Professional activities:

1999-2002

1998-1999

rotessional ac	ctivities:
$\underline{Current}$	
2018-	Data Editor, American Economic Association
2011-	Executive Director, Labor Dynamics Institute, Cornell University
2011-	Affiliated faculty, Department of Economics, Cornell University
2016-	Senior Research Associate (IPA), Center for Economic Studies and LEHD Program at the U.S. Census Bureau, Washington D.C., USA
2007-	Economist, Senior Research Associate ILR School at Cornell University, Ithaca, NY, USA
2007-	Vice-President, ACES-Research, LLC, Ithaca, NY, USA
Government	
2004-2016	Senior Research Associate (IPA, research contracts), Center for
	Economic Studies and LEHD Program at the U.S. Census Bureau, Washington D.C., USA
2001-2002	Economist (Consultant), LEHD Program at the U.S. Census Bureau, Washington D.C., USA
1999-2001	Economist, U.S. Census Bureau, Longitudinal Employer- Household Dynamics (LEHD) Program
1998-2000	Economic consultant to Human Resources Development Canada
$\underline{Academia}$	
$Cornell\ Inst$	itute for Social and Economic Research (CISER), Cornell University, USA
2004-2007	Economist, Senior Research Associate CISER at Cornell University, Ithaca, NY, USA
2001-2004	Economist (Consultant), CISER at Cornell University, Ithaca, NY, USA
Dept. of Eco	nomics, York University, Canada

Adjunct Professor, York University, Toronto, Canada

tration and dissemination.

Research Fellow, co-responsible for COEP 1996 data adminis-

Referreed Publications:

Abowd, John M., Ian M. Schmutte, William N. Sexton, and Lars Vilhuber. "Why the Economics Profession Must Actively Participate in the Privacy Protection Debate." *AEA Papers and Proceedings* 109 (2019): 397–402. doi:10.1257/pandp.20191106.

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- Slavković, Aleksandra, and Lars Vilhuber. "Remembering Stephen Fienberg." *Journal of Privacy and Confidentiality* 8, no. 1 (2018). doi:10.29012/jpc.685.
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- Cloutier, Julie, Lars Vilhuber, Denis Harrisson, and Vanessa Béland-Ouellette. "Understanding the effect of procedural justice on psychological distress." *International Journal of Stress Management* Advance online (2017). doi:10.1037/str0000065.
- McKinney, Kevin L., Andrew S. Green, John M. Abowd, and Lars Vilhuber. "Total Error and Variability Measures with Integrated Disclosure Limitation for Quarterly Workforce Indicators and LEHD Origin Destination Employment Statistics in OnTheMap." submitted, 2017.
- Vilhuber, Lars, and Carl Lagoze. "Making Confidential Data Part of Reproducible Research." *Chance*, 2017. http://chance.amstat.org/2017/09/reproducible-research/.
- Miranda, Javier, and Lars Vilhuber. "Using partially synthetic microdata to protect sensitive cells in business statistics." Statistical Journal of the International Association for Official Statistics 32, no. 1 (2016): 69–80. doi:10.3233/SJI-160963.
- Vilhuber, Lars, John M. Abowd, and Jerome P. Reiter. "Synthetic establishment microdata around the world." *Statistical Journal of the International Association for Official Statistics* 32, no. 1 (2016): 65–68. doi:10.3233/SJI-160964.
- Drechsler, Jörg, and Lars Vilhuber. "A First Step Towards A German SynLBD: Constructing A German Longitudinal Business Database." *Statistical Journal of the IAOS: Journal of the International Association for Official Statistics* 30 (2014). doi:10.3233/SJI-140812.
- Miranda, Javier, and Lars Vilhuber. "Looking Back On Three Years Of Using The Synthetic LBD Beta." Statistical Journal of the IAOS: Journal of the International Association for Official Statistics 30 (2014). doi:10.3233/SJI-140811.
- Abowd, John M., Matthew J. Schneider, and Lars Vilhuber. "Differential Privacy Applications to Bayesian and Linear Mixed Model Estimation." Article 4, *Journal of Privacy and Confidentiality* 5, no. 1 (2013). https://doi.org/10.29012/jpc.v5i1.627.
- Drechsler, Jörg, and Lars Vilhuber. "Replicating the Synthetic LBD with German Establishment Data." *Proceedings 59th ISI World Statistics Congress, 25-30 August 2013, Hong Kong (Session STS062)*, 2013, 2291–2296. Accessed March 24, 2014. http://2013.isiproceedings.org.

Lagoze, Carl, William C. Block, Jeremy Williams, John M. Abowd, and Lars Vilhuber. "Data Management of Confidential Data." *International Journal of Digital Curation* 8, no. 1 (2013): 265–278. doi:10.2218/ijdc.v8i1.259.

- Abowd, John M., and Lars Vilhuber. "Did the Housing Price Bubble Clobber Local Labor Market Job and Worker Flows When It Burst?" *American Economic Review* 102, no. 3 (2012): 589–93. doi:10.1257/aer.102.3.589.
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- Cloutier, Julie, and Lars Vilhuber. "Procedural justice criteria in salary determination." *Journal of Managerial Psychology* 23, no. 6 (2008): 713–740. doi:10.1108/02683940810894765.
- Machanavajjhala, Ashwin, Daniel Kifer, John M. Abowd, Johannes Gehrke, and Lars Vilhuber. "Privacy: Theory meets practice on the map." *International Conference on Data Engineering (ICDE)* (Washington, DC, USA), 2008, 277–286. doi:10.1109/ICDE.2008.4497436.
- Abowd, John M., and Lars Vilhuber. "The Sensitivity of Economic Statistics to Coding Errors in Personal Identifiers." *Journal of Business and Economic Statistics* 23, no. 2 (2005): 133–152. http://www.jstor.org/stable/27638803.
- Holzer, Harry, Julia Lane, and Lars Vilhuber. "Escaping poverty for low-wage workers: The role of employer characteristics and changes." *Industrial and Labor Relations Review* 57, no. 4 (2004). doi:10.1177/001979390405700405.
- Margolis, David N., Véronique Simonnet, and Lars Vilhuber. "Early Career Experiences and Later Career Outcomes: Comparing the United States, France and Germany." *Vierteljahrshefte zur Wirtschaftsforschung* 70, no. 1 (2001): 31–38. doi:10.3790/vjh.70.1.31.
- Vilhuber, Lars. "La spécificité de la formation en milieu de travail : un survol des contributions théoriques et empiriques récentes," *L'Actualité économique, Revue d'analyse économique* 77, no. 1 (2001).
- ——. "Continuous Training and sectoral mobility in Germany: Evidence from the 90s." Viertel-jahresheft für Wirtschaftsforschung 68, no. 2 (1999): 209–214. http://hdl.handle.net/10419/141240.

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- Vilhuber, Lars. "Making Confidential Data Part of Reproducible Research." In *Methods to Foster Transparency and Reproducibility of Federal Statistics: Proceedings of a Workshop*, edited by National Academies of Sciences, Engineering, and Medicine, 63–66. National Academies of Sciences, Engineering, and Medicine; Michael Cohen (Rapporteur). Washington, DC: The National Academies Press, 2019. ISBN: 978-0-309-48629-3. doi:10.17226/25305.
- Pistner, Michelle, Aleksandra Slavković, and Lars Vilhuber. "Synthetic Data via Quantile Regression for Heavy-Tailed and Heteroskedastic Data." In *Privacy in Statistical Databases*, edited by Josep Domingo-Ferrer and Francisco Montes. 2018. doi:10.1007/978-3-319-99771-1_7.

Haney, Samuel, Ashwin Machanavajjhala, John M. Abowd, Matthew Graham, Mark Kutzbach, and Lars Vilhuber. "Utility Cost of Formal Privacy for Releasing National Employer-Employee Statistics." In *Proceedings of the 2017 International Conference on Management of Data*, 1339–1354. SIGMOD '17. ACM, 2017. doi:10.1145/3035918.3035940.

- Drechsler, Jörg, and Lars Vilhuber. "Synthetic Longitudinal Business Databases for International Comparisons." In *Privacy in Statistical Databases*, edited by Josep Domingo-Ferrer, 8744:243–252. Lecture Notes in Computer Science. Springer International Publishing, 2014. ISBN: 978-3-319-11256-5. doi:10.1007/978-3-319-11257-2_19.
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- Abowd, John M., Lars Vilhuber, and William Block. "A Proposed Solution to the Archiving and Curation of Confidential Scientific Inputs." In Domingo-Ferrer and Tinnirello, *Privacy in Statistical Databases UNESCO Chair in Data Privacy, International Conference, PSD 2012, Palermo, Italy, September 26-28, 2012. Proceedings*, 7556:216–225.
- Dostie, Benoit, Kevin L. McKinney, and Lars Vilhuber. "Using linked employer-employee data to investigate the speed of adjustment in downsizing firms in Canada and the US." In *International Census Research Data Center Conference*. Ithaca, NY, 2009.
- Abowd, John, and Lars Vilhuber. "How Protective Are Synthetic Data." In *Privacy in Statistical Database*, edited by Josep Domingo-Ferrer and Yücel Saygın, 5262:239–246. Lecture Notes in Computer Science. Springer Berlin Heidelberg, 2008. doi:10.1007/978-3-540-87471-3_20.
- Dragoset, Lisa, and Lars Vilhuber. "How Did Universal Primary Education Affect Returns to Education and Labor Market Participation in Uganda?" In *YOUTH IN AFRICA'S LABOR MARKET*, edited by M Garcia and J Fares, 263–280. 1818 H ST NW, WASHINGTON, DC 20433 USA: WORLD BANK INST, 2008. ISBN: 978-0-8213-6885-5. doi:10.1596/978-0-8213-6884-8_ch11.
- McKinney, Kevin L., and Lars Vilhuber. "Using linked employer-employee data to investigate the speed of adjustment in downsizing firms." In *Conference on the Analysis of Firms and Employees (CAFE)*. Nuremberg, Germany, 2006.

Book chapters:

Abowd, John M., Kevin L. McKinney, and Lars Vilhuber. "The link between human capital, mass layoffs, and firm deaths." In Dunne, Jensen, and Roberts, *Producer Dynamics: New Evidence from Micro Data*.

Abowd, John M., Bryce E. Stephens, Lars Vilhuber, Fredrik Andersson, Kevin L. McKinney, Marc Roemer, and Simon D. Woodcock. "The LEHD Infrastructure Files and the Creation of the Quarterly Workforce Indicators." In Dunne, Jensen, and Roberts, *Producer Dynamics: New Evidence from Micro Data*.

- Vilhuber, Lars. "Adjusting Imperfect Data: Overview and Case Studies." In *The Structure of Wages: An International Comparison*, edited by Edward P. Lazear and Kathryn L. Shaw, 59–80. University of Chicago Press, 2009. http://www.nber.org/chapters/c2366.
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Working papers and other documents:

- Abowd, John, Ian Schmutte, William Sexton, and Lars Vilhuber. *Introductory Readings in Formal Privacy for Economists*. Technical report. SUPPORTED BY ALFRED P. SLOAN FOUNDATION GRANT G-2015-13903 AND NSF GRANT SES-1131848. 2019. doi:10.5281/zenodo.2621345.
- Lagoze, Carl, and Lars Vilhuber. *metajelo: A metadata package for journals to support external linked objects*. Document 52. Labor Dynamics Institute, 2019. http://digitalcommons.ilr.cornel 1.edu/ldi/52/.
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- King, Monica, and Working Group Participants. *Data Sharing Governance and Management*. Working Group Report. Administrative Data Research Facilities Network, 2018. https://docs.wixstatic.com/ugd/e35e20_33eaf93b681846248aac487e6f23e85c.pdf.
- Vilhuber, Lars. LEHD Infrastructure S2014 files in the FSRDC. Working Papers 18-27. Center for Economic Studies, U.S. Census Bureau, 2018. https://ideas.repec.org/p/cen/wpaper/18-27.html.
- ——. Reproducibility and Replicability in Economics. Commissioned Paper. National Academies of Sciences, Engineering, and Medicine, 2018. https://www.nap.edu/resource/25303/Reproducibility%20in%20Economics.pdf.
- Cloutier, Julie, Lars Vilhuber, Denis Harrisson, and Vanessa Béland-Ouellette. *Understanding the effect of procedural justice on psychological distress*. Document 35. Labor Dynamics Institute, Cornell University, 2017. http://digitalcommons.ilr.cornell.edu/ldi/35/.
- Foote, Andrew, Mark J. Kutzbach, and Lars Vilhuber. Recalculating How Uncertainty in Local Labor Market Definitions Affects Empirical Findings. Working Papers 17-49. Center for Economic Studies, U.S. Census Bureau, 2017. https://ideas.repec.org/p/cen/wpaper/17-49.html.
- ——. Recalculating How Uncertainty in Local Labor Market Definitions Affects Empirical Findings.

 Document 45. Labor Dynamics Institute, Cornell University, 2017. http://digitalcommons.ilr.cornell.edu/ldi/45/.

Green, Andrew, Mark J. Kutzbach, and Lars Vilhuber. Two Perspectives on Commuting: A Comparison of Home to Work Flows Across Job-Linked Survey and Administrative Files. Preprint 1813:52611. NSF Census Research Network - NCRN-Cornell, 2017. http://hdl.handle.net/1813/52611.

- Green, Andrew S., Mark J. Kutzbach, and Lars Vilhuber. Two Perspectives on Commuting: A Comparison of Home to Work Flows Across Job-Linked Survey and Administrative Files. Working Papers 17-34. Center for Economic Studies, U.S. Census Bureau, 2017. https://ideas.repec.org/p/cen/wpaper/17-34.html.
- ——. Two Perspectives on Commuting: A Comparison of Home to Work Flows Across Job-Linked Survey and Administrative Files. Document 38. Labor Dynamics Institute, Cornell University, 2017. http://digitalcommons.ilr.cornell.edu/ldi/38/.
- Haney, Samuel, Ashwin Machanavajjhala, John M Abowd, Matthew Graham, and Mark Kutzbach. *Utility Cost of Formal Privacy for Releasing National Employer-Employee Statistics*. Preprint 1813:49652. Cornell University, 2017. http://hdl.handle.net/1813/49652.
- McKinney, Kevin L., Andrew S. Green, Lars Vilhuber, and John M. Abowd. *Total Error and Variability Measures with Integrated Disclosure Limitation for Quarterly Workforce Indicators and LEHD Origin Destination Employment Statistics in On The Map.* Working Papers 17-71. Center for Economic Studies, U.S. Census Bureau, 2017. https://ideas.repec.org/p/cen/wpaper/17-71.html.
- Vilhuber, Lars, Saki Kinney, and Ian Schmutte. *Proceedings from the Synthetic LBD International Seminar*. Document 44. Labor Dynamics Institute, Cornell University, 2017. http://digitalcommons.ilr.cornell.edu/ldi/44/.
- Vilhuber, Lars, and Carl Lagoze. Making Confidential Data Part of Reproducible Research. Document 41. Labor Dynamics Institute, Cornell University, 2017. http://digitalcommons.ilr.cornell.edu/ldi/41/.
- Vilhuber, Lars, and Ian Schmutte. *Proceedings from the 2016 NSF-Sloan Workshop on Practical Privacy*. Preprint 1813:46197. Cornell University, 2017. http://hdl.handle.net/1813/46197.
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- Vilhuber, Lars, and Ian M. Schmutte. *Proceedings from the 2016 NSF-Sloan Workshop on Practical Privacy*. Document 33. Labor Dynamics Institute, Cornell University, 2017. http://digitalcommons.ilr.cornell.edu/ldi/33/.
- Weinberg, Daniel H., John M. Abowd, Robert F. Belli, Noel Cressie, David C. Folch, Scott H. Holan, Margaret C. Levenstein, Kristen M. Olson, Jerome P. Reiter, Matthew D. Shapiro, Jolene Smyth, Leen-Kiat Soh, Bruce D. Spencer, Seth E. Spielman, Lars Vilhuber, and Christopher K. Wikle. Effects of a Government-Academic Partnership: Has the NSF-Census Bureau Research Network Helped Improve the U.S. Statistical System? Working Papers 17-59r. Center for Economic Studies, U.S. Census Bureau, 2017. https://ideas.repec.org/p/cen/wpaper/17-59r.html.
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Online resources:

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Abowd, John M., and Lars Vilhuber. "VirtualRDC." Cornell University, Labor Dynamics Institute. 2004. http://www.vrdc.cornell.edu/.

In addition to the list provided here, interested readers might want to consult

- my RePEc site
- our NCRN-Cornell eCommons collection
- documents issued by our Labor Dynamics Institute
- the Center for Economic Studies Working Paper series

Fellowships and Grants: In addition to the list below, the public ORCID will also yield these and maybe other results.

Active grants

- 1. Alfred P. Sloan Foundation: "To improve policy-relevant research by facilitating the use of administrative data among economists who design, run, and analyze randomized controlled trials", to the Abdul Latif Jameel Poverty Action Lab (J-PAL), Massachusetts Institute of Technology (MIT), Anja Sautmann (MIT, PI), Shawn Cole (Harvard Business School, co-PI), Iqbal Dhaliwal (MIT, co-PI), and Lars Vilhuber (Cornell, co-PI) (G-2019-11391) \$1,083,750, 2019 2021.
- Alfred P. Sloan Foundation: "To enhance the transparency, reproducibility, and replicability of empirical research in the social sciences", Principal Investigator (G-2018-11377) \$50,000.00, 2019 2020.
- 3. Pierce Memorial Fund (Cornell University, ILR School), "To help fund a two-day conference on questions in the area of linked employer-employee models", \$10,000.00, 2019.

Completed grant work

1. Alfred P. Sloan Foundation: "The Economics of Socially-Efficient Privacy and Confidentiality Management for Statistical Agencies", co-Principal Investigator, with John Abowd (PI), Ian Schmutte (University of Georgia, co-PI) (G-2015-13903) \$535,970.00, 2015-04-01 — 2019-03-31. Final report pending.

- 2. National Science Foundation: "NCRN-MN: Cornell Census-NSF Research Node: Integrated Research Support, Training and Data Documentation", Principal Investigator, with John Abowd (former PI), William Block (co-PI), Ping Li (co-PI) (NSF SES-1131848) \$3,560,887.00, 2011-11-01 2018-09-30. For outcomes report, see online version and Lars Vilhuber and William Block, Outcomes Report of the Cornell Node of the NSF-Census Research Network, Report (January 2019), accessed April 10, 2019, https://hdl.handle.net/1813/65011.
- 3. National Science Foundation: "RCN: Coordination of the NSF-Census Research Network", Principal Investigator, with Alan Karr (NISS/RTI, co-PI and former PI), John Abowd (former co-PI), Maggie Levenstein (University of Michigan, co-PI), and Jerome Reiter (Duke, co-PI) (NSF SES-1237602/1507241) \$748,577.00, 2012-07-15 2018-06-30. For outcomes report, see Daniel H. Weinberg et al., "Effects of a Government-Academic Partnership: Has the NSF-Census Bureau Research Network Helped Improve the U.S. Statistical System?," Journal of Survey Statistics and Methodology, 2018, doi:10.1093/jssam/smy023.
- 4. National Science Foundation: "Synthetic Data User Testing and Dissemination," Principal Investigator, joint with John Abowd. (NSF SES-1042181) \$193,693.00, 2010-09-15 2015-08-31
- 5. National Science Foundation: "Joint NSF-Census-IRS Workshop on synthetic data and confidentiality protection," Principal Investigator, joint with John Abowd, Ron Jarmin, and Jerry Reiter. (NSF SES-6866420) \$18,480.00, 2009-07-31
- 6. National Science Foundation: "Social Science Gateway to TeraGrid," Principal Investigator, joint with John Abowd (NSF SES-0922005) \$393,523, 2009-07-01 2013-06-30
- National Science Foundation: "The economics of mass layoffs: displaced workers, displacing firms, and causes and consequences," Principal Investigator, joint with John Abowd (NSF SES-0820349) \$245,950, 10/01/2008-09/30/2013.
- 8. National Science Foundation (Washington, D.C.), "Info Tech Challenges for Secure Access to Confidential Social Science Data", awarded September 2004; as Senior Researcher. Principal Investigator is John Abowd, Cornell University. Award #0427889.

Appointments and other activities:

Editorial activities

- 1. Managing Editor of the Journal of Privacy and Confidentiality, 2017-(http://www.journalprivacyconfidentiality.org)
- 2. Associate Editor of the Harvard Data Science Review, 2019-(https://review.datascience.harvard.edu/)
- 3. Data Editor for the American Economic Association, 2018-(https://aeaweb.org)
- 4. LEHD Technical Papers, 2000-2007 (https://ideas.repec.org/s/cen/tpaper.html)

Referee for: ACM Transactions on Knowledge Discovery in Data, American Economic Journal: Applied Economics, Canadian Journal of Economics, European Economic Review, Econometric Reviews, Economic Journal, Industrial Relations, Journal of Applied Economics, Journal of Business and Economic Statistics, Journal of the European Economic Association, Journal of Labor Economics, Journal of Official Statistics, National Science Foundation, Review of Development Economics, Review of Economics and Statistics, Sloan Foundation, Statistics Canada,

Committees and Panels

Current:

- Committee on the Future of Scholarly Communications (Cornell University), member 2019-2020
- · Contribution to activities of the National Academies of Science, Engineering, and Medicine:
 - Forecasting Costs for Preserving, Archiving, and Promoting Access to Biomedical Data (DEPS-BMSA-18-02)
 - Transparency and Reproducibility of Federal Statistics for the National Center for Science and Engineering Statistics (DBASSE-CNSTAT-17-04)
- Member of the Board of Directors of the Canadian Research Data Centre Network/ Réseau canadien des Centres de données de recherche, 2019-
- Elected member, The International Statistical Institute, 2018-
- American Statistical Association, Committee on Privacy and Confidentiality, member 2016-
- Comité scientifique du Centre d'accès sécurisé aux données (CASD) [Scientific advisory board of the Center for secure data access, France], member 2012-2014, chair 2014-
- Conseil d'orientation du Centre interuniversitaire québécois de statistiques sociales (CIQSS)/ Advisory board of the Quebec Inter-University Centre for Social Statistics (QICSS) [Canada], member, 2014-.

Completed:

- Social Sciences and Humanities Research Council of Canada (SSHRC), Adjudication Committee for Partnership Grants, member 2018-2019.
- Contribution to the following activities at the Committee on National Statistics (CNSTAT) of the National Academies of Science, Engineering, and Medicine:
 - "Workshop on Transparency and Reproducibility in Federal Statistics" (DBASSE-CNSTAT-16-02), presentation in June 2017, workshop report see Lars Vilhuber, "Making Confidential Data Part of Reproducible Research," in Methods to Foster Transparency and Reproducibility of Federal Statistics: Proceedings of a Workshop, ed. National Academies of Sciences, Engineering, and Medicine, National Academies of Sciences, Engineering, and Medicine; Michael Cohen (Rapporteur) (Washington, DC: The National Academies Press, 2019), 63–66, ISBN: 978-0-309-48629-3, doi:10.17226/25305, https://www.nap.edu/catalog/25305/methods-to-foster-transparency-and-reproducibility-of-federal-statistics-proceedings
 - "Committee on Reproducibility and Replicability in Science" (DBASSE-BBCSS-17-03), commissioned paper prepared July 2018 (Lars Vilhuber, Reproducibility and Replicability in Economics, Commissioned Paper [National Academies of Sciences, Engineering, and Medicine, 2018], https://www.nap.edu/resource/25303/Reproducibility%20in%20Ec

onomics.pdf), final consensus report see National Academies of Sciences, Engineering, and Medicine, *Reproducibility and Replicability in Science* (Washington, DC: The National Academies Press, 2019), ISBN: 978-0-309-48616-3, doi:10.17226/25303, https://www.nap.edu/catalog/25303/reproducibility-and-replicability-in-science

- National Science Foundation, Methodology, Measurement, and Statistics (MMS) Advisory Panel, member 2016-2018.
- International Data Service Centre, IZA Institute of Labor Economics, Advisory Board, member 2016.

Education:

D: ' '.	(1000)
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Dissertation	(1000).

"Trois essais sur la mobilité et la formation des travailleurs en Allemagne et aux États-Unis" (Three essays on worker mobility and worker training in Germany and the US)
York University (Canada): Post-doctoral fellow
Université de Montréal (Canada): Ph.D. in Economics.
Université de Montréal (Canada): M.Sc. in Economics, 1993
Universität Bonn (Germany): Graduate studies and Undergraduate studies in Economics, partial exams towards Diplom.
FernUniversität Hagen (Germany): Undergraduate studies in
Economics towards Vordiplom.

Languages:

German, English, French, Portuguese, Spanish.