

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 (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.

WORK IN PROGRESS

- P6 **Can estimated worker fixed effects approximate cognitive 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 overal**, 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
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

Institute for Evaluation of Labour Market and Education Policy (IFAU), Research grant for project "Sibling spillover effects in educational choices" (112,000 Euro); 2018-2019

NORFACE, Member of the PII (Populism, Inequality and Institutions) consortium (total of 1,500,000 Euro); 2018-2022

Vetenskapsrådet (*Swedish Research Council*), Research grant for project "Long term causal effects of upper secondary school program" (total of 307,500 Euro; with Anders Stenberg); 2018-2019

Institute for Evaluation of Labour Market and Education Policy (IFAU), Research grant for project "Direct and indirect employment effects of firing costs in Swedish firms" (total of 116,000 Euro; with Gerard Pfann and Niklas Kaunitz); 2016-2017

Travel grants (Stiftelse Siamon, 1.300 Euro, 2015; Wenner-Gren Found., 1,500 Euro, 2015)

Jan Wallanders och Tom Hedelius Stiftelse samt Tore Browaldhs Stiftelse, Data acquisition for project "The implications of cognitive and non-cognitive skills for wage growth" (50,000 Euro); 2015-2018

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), Postdoc grant (25,000 Euro); 2012

Network Social Innovation (NSI), PhD grant (110,000 Euro); 2007-2012

German Data Forum (RatSWD), research grant (20,000 Euro; with Eva Reinowski); 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); 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: *China Economic Review*; *Economic Inquiry*; *Economic Journal*; *Economics of Innovation and New Technology*; *Economics*; *Empirical Research in Vocational Education and Training*; *European Journal of Comparative Economics*; *European Journal of Operational Research*; *European Sociological Review*; *IFAU Uppsala*; *International Journal of the Economics of Business*; *IZA World of Labor*; *Journal of Economic Behavior & Organization*; *Journal of Economic Psychology*; *Journal of Economics & Management Strategy*; *Journal of Public Economics*; *Journal of Sports Economics*; *Labour Economics*; *Labour*; *Management Science*; *Nature Human Behaviour*; *Oxford University Press*; *Psychological Reports*; *Review of Industrial Organization*; *Scandinavian Journal of Economics*

Grant reviewing: *Swiss National Science Foundation*

Memberships: *American Economic Association*; *European Association of Labour Economists*; *National-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)