

# JASON A. SOCKIN

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## EDUCATION

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### University of Pennsylvania

*Fall 2016 – Spring 2022*

PhD in Economics

Interests: Labor and Personnel Economics

Thesis: The Hard-to-Measure Aspects of Firms

Thesis Committee: Dr. Ioana Marinescu, Dr. Andrew Shephard, Dr. Aaron Sojourner

### The Honors College at Stony Brook University

*Fall 2009 – Spring 2013*

Bachelor of Arts, Summa Cum Laude

Majors: Economics, Mathematics

Minors: Computer Science, Sustainability Studies

## PUBLICATIONS

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Gagnon, E., López-Salido, D. and Sockin, J. (2017). The Cyclicity of Sales, Regular, and Effective Prices: Business Cycles and Policy Implications: Comment, *American Economic Review*, 107 (10), 3229-3242.

Martellini, P., Schoellman, T. and Sockin, J. (2024). The Global Distribution of College Graduate Quality 2024, *Journal of Political Economy*, 132 (2), 434-483.

Summary Brief: Comparing colleges—and their students—across the globe (Minneapolis Fed)

Blog Post: Who wins the global talent race? (LSE)

Media Coverage: The Tribune India

Sockin, J. and Sojourner, A. (2023). What's the Inside Scoop? Challenges in the Supply and Demand for Information on Employers *Journal of Labor Economics* 41 (4), 1041-1079.

Media Coverage: The Financial Times

Do Employees Cheer for Private Equity? The Heterogeneous Effects of Buyouts on Job Quality (with Will Gornall, Oleg Gredil, Sabrina T. Howell, and Xing Liu), *Management Science*, Accepted.

## WORKING PAPERS

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Sharing is Caring: Employee Stock Ownership Plans and Employee Well-Being in U.S. Manufacturing. (with Adrianto Adrianto, Avner Ben-Ner, and Ainhoa Urtasun), 2024. (R&R *Management Science*)

We've Got You Covered: Employer and Employee Responses to *Dobbs v. Jackson*, IZA Discussion Paper 16360. 2023.

Summary Brief: Jobs after Dobbs: How Public Support for Female Employees Both Helped and Hurt Some Employers After Roe v. Wade Was Overturned (Indeed Hiring Lab), Woke Jobs After Dobbs? (Glassdoor), Woke Jobs After Dobbs? (IZA Newsroom).

Media Coverage: The Economist, Bloomberg, Forbes, Fortune, MarketWatch, The Hill, HR Brew, NBC News, Le Monde.

Show Me the Amenity: Are Higher-Paying Firms Better All Around?, CESifo Working Paper 9842. 2022.

Media Coverage: The Economist, more The Economist

Non-Disclosure Agreements and Externalities from Silence (with Aaron Sojourner and Evan Starr), Upjohn Institute Working Paper 22-360. 2021.

Summary Brief: How Do Broad Non-Disclosure Agreements Affect Labor Markets? (Upjohn Institute)

Media Coverage: The Financial Times, Star Tribune, Forbes

Op-Ed: The Washington Post

Best Paper Award: 2022 Strategy Science Conference

Variable Pay and Risk Sharing Between Firms and Workers (with Michael Sockin), mimeo UPenn and UT Austin McCombs School of Business. 2021.

Caught in the Act: How Corporate Scandals Hurt Employees (with Salil Gadgil), 2020. (R&R Review of Finance)

A Pay Scale of Their Own: Gender Differences in Variable Pay (with Michael Sockin), mimeo University of Pennsylvania and UT Austin McCombs School of Business. 2019.

Media Coverage: Forbes, Crikey

Job Characteristics, Employee Demographics, and the Cross-Section of Performance Pay (with Michael Sockin), mimeo University of Pennsylvania and UT Austin McCombs School of Business. 2019.

## INSIGHTS

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Mapping the American Rescue Plan (with Richard Sweeney, Theodore F. Figinski, and Sydney Keenan), Office of Economic Policy Working Paper 2024-01. (2024)

True Potential: Improving the High Potential Individual Visa (with Sam Dumitriu), The Entrepreneurs Network, July. (2022)

Why Do Candidates Reject Job Offers? An Analysis of International Data from Glassdoor (with Daniel Zhao), Glassdoor Economic Research, February. (2020)

Media Coverage: The Wall Street Journal, HR Dive, Human Resources Online, Bizwomen, Inc.

“Limited Attention” and Inflation Expectations of Households (with Claudia Sahm), FEDS Notes. Washington: Board of Governors of the Federal Reserve System, October 19. (2016)

## WORKS IN PROGRESS

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Dancing with the Stars: How Workers Respond to Politically-Charged Job Ads (with Pawel Adrjan, Mária Balgová, Simon Jäger, and Jonas Jessen)

The Global Job Ladder (with Paolo Martellini and Todd Schoellman)

Interviews (with Elliott Ash and Soumitra Shukla)

Will I Ever be Satisfied? Job Quality and Unionization (with Aaron Sojourner)

Non-Wage Amenities and the Minimum Wage (with Aaron Sojourner)

Made from Scratch: SNAP and Lottery Sales (with Mallick Hossain)

## PROFESSIONAL WORK EXPERIENCE

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**Cornell University, The ILR School**  
Assistant Professor

*Fall 2024 - Present*

**IZA**  
Postdoctoral Scholar

*Summer 2023 - Summer 2024*

**United States Treasury**  
Economist

*Summer 2022 - Summer 2023*

**Penn Wharton Budget Model**  
Macroeconomics Researcher

*Summer 2019, 2020, 2021*

**Glassdoor**  
Economic Research Fellow

*Summer 2018*

**Congressional Budget Office**  
Summer Associate

*Summer 2017*

**President's Council of Economic Advisers**  
Research Economist

*Summer 2015 - Summer 2016*

**Federal Reserve Board of Governors**  
Sr. Research Assistant

*Summer 2013 - Summer 2015*

## TEACHING EXPERIENCE

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### Course Instructor

*University of Pennsylvania*

ILRLE 2400 - Economics of Wages and Employment (Fall 2024)

*University of Pennsylvania*

MSSP 668 - Economics for Social Policy (Fall 2021, 2022) - Syllabus

BEPP 399 - Research Seminar in Policy Analysis (Spring 2020, 2021) - Syllabus

GAFL 622 - Economic Principles of Public Policy (Spring 2021) - Syllabus

*Stony Brook University*

MAP 103 - Proficiency Algebra (Fall 2011, 2012; Spring 2012)

### Teaching Assistant

*University of Pennsylvania*

ECON 002 - Introductory Economics: Macro (Fall 2018, 2019, 2020; Spring 2018, 2019)

GAFL 621 - Public Economics (Fall 2020)

GAFL 640 - Program Evaluation and Data Analysis (Spring 2020)

MSSP 688 - Economics for Social Policy (Fall 2019)

BEPP 399 - Research Seminar in Policy Analysis (Spring 2019)

ECON 010 - Introduction to Economics for Business (Fall 2017)

*Stony Brook University*

SBC 401 - Integrative, Collaborative Systems Studies (Spring 2013)

SBC 206 - Economics and Sustainability (Spring 2012)

ECO 108 - Introduction to Economics (Spring 2011)

ECO 348 - Analysis for Managerial Decision Making (Spring 2011)

MAT 125 - Calculus A (Fall 2010)

## **BLOG POSTS**

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College Employment and Student Performance, Penn Wharton Budget Model, October. 2021.

Is Income Implicit in Measures of Student Ability?, Penn Wharton Budget Model, September. 2021.

Household Finance and Post-Secondary Enrollment, Penn Wharton Budget Model, September. 2021.

Student Ability and Post-Secondary Outcomes, Penn Wharton Budget Model, September. 2021.

Who Attends Community College?, Penn Wharton Budget Model, August. 2021.

Does a Rising Tide Lift All Boats? Trends in Wage Growth and Inequality Across Jobs, Glassdoor Economic Research, October. 2018.

Does a Lower Minimum Wage for Tip-Earning Workers Affect Total Pay?, Glassdoor Economic Research, August. 2018.

## **SEMINARS**

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*2024:* University of Luxembourg, Erasmus University Rotterdam, FAU Erlangen-Nuremberg, Trinity College Dublin, University College Dublin, IESE Business School, University of Barcelona, CEMFI, University of Mannheim, Leeds University Business School, University of Bristol, Cardiff Business School, Tilburg University, Maastricht University, University of Hamburg, Liverpool School of Management, University of Manchester, Amsterdam Business School, University of Cyprus, HEC Lausanne, University of Bath, Helsinki GSE, Prague University of Economics, USI Lugano, University of St. Gallen, Aarhus BSS, Lund University, University of Copenhagen, ETH Zurich, Athens University of Economics and Business, Birmingham Business School, University of Essex, National Bank of Slovakia, Rockwool Foundation Berlin, RWI Berlin

*2023:* Carlson School of Management, Berlin Applied Micro Seminar, Potsdam University, KOF Swiss Economic Institute, Lisbon School of Economics and Management, Télécom Paris, UMD Smith School of Business Management & Organization, UMD Smith School of Business Finance

*2022:* ETH Zurich

*2021:* University of Pennsylvania, Villanova University

## **PEER REVIEW**

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*Journal Referee:* Quarterly Journal of Economics, American Economic Review, Review of Economics and Statistics, American Economic Journal: Economic Policy, Journal of the European Economic Association, Management Science, Journal of Human Resources, American Sociological Review, International Economic Review, Journal of Policy Analysis and Management

*Grant Referee:* Agence Nationale de la Recherche

*Paper Discussant:* LERA@ASSA 2021, LERA@ASSA 2022, KSE “Rethinking gender: Economic and social costs of gender inequality”, FMCG 2021, 10th ifo Dresen Workshop on Labor Economics and Social Policy, 15th Annual CELS, UF Research Conference on Machine Learning in Finance, 2024 Northeast Labor Symposium for Early Career Economists, EALE Job Market Tour 2024, The Economics of Working Environment 2024

*Session Discussant:* APPAM 2021 - Evidence of Diversity in Recent Job Gains and Losses, ASSA 2024 - Employee Decision Experiments

*Poster Discussant:* 8th Postdam PhD Workshop in Empirical Economics

## **HONORS AND DISTINCTIONS**

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CESifo Research Network Affiliate (2021), Edwin Mansfield Graduate Student Teaching Prize (2019), Penn Graduate Student Fellowship (2016–Present), Economics Class Speaker (2013), Provost Award for Academic Excellence (2013), Undergraduate Award for Academic Excellence (2013), URECA Researcher of the Month (April 2013), Undergraduate Research Award in Sustainability Studies (2012)