

# 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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The Global Distribution of College Graduate Quality (with Paolo Martellini and Todd Schoellman), *Journal of Political Economy*, Forthcoming.

Summary Brief: Comparing colleges—and their students—across the globe

Media Coverage: *The Tribune India*

Presented at NBER SI 2022 Economic Growth, Human Capital Conference at the St. Louis Fed, 6th IZA Economics of Education Workshop, 4th IDSC of IZA/CAIS Workshop: Matching Workers and Jobs Online, the Conference on the Impact of Immigrants on Productivity, Firms, and Human Capital at the Richmond Fed, CESifo Area Conference on the Economics of Education 2021, 2022 Society for Economic Dynamics.

What's the Inside Scoop? Challenges in the Supply and Demand for Information on Employers (with Aaron Sojourner), *Journal of Labor Economics*, Forthcoming.

Media Coverage: *The Financial Times*

Presented at NBER SI 2021 IT and Digitization, 3rd IDSC of IZA/ULuxembourg workshop, 2021 LERA@ASSA conference, SOLE 2021, 10th ifo Dresden Workshop on Labor Economics and Social Policy, 4th Doctoral Workshop on the Economics of Digitization, Munich Summer Institute 2021 (poster), 2021 Digital Methods in History and Economics Workshop, CESifo Area Conference on the Economics of Digitization 2021.

The Cyclicalities of Sales, Regular, and Effective Prices: Business Cycles and Policy Implications: Comment (with Etienne Gagnon & David López-Salido), *American Economic Review*, vol. 107(10), pages 3229-3242, October. 2017.

## WORKING PAPERS

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

Media Coverage: *The Economist*, more *The Economist*

Presented at AFA 2023, NBER SI 2022 Personnel, Wharton/Columbia Management, Analytics, and Data Conference, UF Research Conference on Machine Learning in Finance, 5th IDSC of IZA Workshop: Matching Workers and Jobs Online, 2022 LERA@ASSA Meeting, LERA 74th Meeting.

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), mimeo UBC, Tulane, NYU Stern & NBER, and UPenn & CESifo. 2021.

Revise & Resubmit: Management Science

Presented at NBER Corporate Finance meeting, UNC IPC/PERC Private Equity Research Symposium, FIRS 2022, EFA 2022.

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?

Media Coverage: The Financial Times, Star Tribune, Forbes

Op-Ed: The Washington Post

Best Paper Award: 2022 Strategy Science Conference

Presented at IZA Workshop on Labor Market Institutions, 4th IDSC of IZA/CAIS Workshop Matching Workers and Jobs Online, 14th Annual People and Organizations Conference, 15th Conference on Empirical Legal Studies, LERA 73rd Annual Meeting, 2022 Strategy Science Conference, 4th Annual Washington Area Labor Economics Symposium, 2022 Society of Labor Economists, 2022 Society for Institutional & Organizational Economics, 2022 Academy of Management, 2022 Strategic Management Society.

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

Presented at 2022 AFA Annual Meeting, CSEF-RCFS Conference on Labor, Finance, and Inequality.

Caught in the Act: How Corporate Scandals Hurt Employees (with Salil Gadgil), mimeo UCLA Anderson School of Management and University of Pennsylvania. 2020.

Presented at 2nd IDSC of IZA/CAIS Workshop: Matching Workers and Jobs Online, 14th Economics Graduate Students' Conference, CEF21, FMCG 2021, LERA 73rd Annual Meeting.

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

Presented at 10th ifo Dresden Workshop on Labor Economics and Social Policy, ASSA 2021 (poster), KSE 'Rethinking gender: Economic and social costs of gender inequality' conference, 47th Annual EEA.

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.

Presented at 2nd IZA/CREA Workshop: Exploring the Future of Work.

## INSIGHTS

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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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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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**United States Treasury** *Summer 2022 - Summer 2023*  
Economist

**Penn Wharton Budget Model** *Summer 2019, 2020, 2021*  
Macroeconomics Researcher

**Glassdoor** *Summer 2018*  
Economic Research Fellow

**Congressional Budget Office** *Summer 2017*  
Summer Associate

**President’s Council of Economic Advisers** *Summer 2015 – Summer 2016*  
Research Economist

**Federal Reserve Board of Governors** *Summer 2013 – Summer 2015*  
Sr. Research Assistant

## TEACHING EXPERIENCE

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### Course Instructor

*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.

## 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)

## PEER REVIEW

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

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

Panel Discussant: APPAM 2021 - Evidence of Diversity in Recent Job Gains and Losses

## STUDENT ADVISING

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*Palanki, R, Chamrathy, S, Palanki, S. Impact of the Affordable Care Act on diabetes diagnoses in the United States: A county-level analysis. Economic Affairs. 2021; 41: 111– 122*

## COMPUTATIONAL BACKGROUND

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**Languages:** (Advanced) Python, Stata, Matlab; (Intermediate) R, Haver, SQL, Unix, TeX; (Beginner) Bloomberg, SAS

**Datasets:** Current Population Survey, Panel Study of Income Dynamics, American Community Survey, National Longitudinal Survey of Youth, Consumer Expenditure Survey, Glassdoor Data, IRI Scanner Data, Michigan Survey of Consumers