

AARON SOJOURNER
CURRICULUM VITAE

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Employment

Associate Professor, University of Minnesota, 2017 – present
Senior Economist, U.S. President’s Council of Economic Advisers, 2016 – 2017
Assistant Professor, University of Minnesota, 2009 – 2017 (on leave: 2016 – 2017)
Researcher, Chapin Hall Center for Children, University of Chicago, 2003 – 2004
Organizer and Asst. to National Political Director, Carpenters Union, 1995 – 2001

Education

Northwestern University, Ph.D. in Economics with certificate in Education Sciences, 2009
University of Chicago, Masters in Public Policy Analysis, 2003
Yale University, B.A. in History, 1995

Publications

Benson, A., A. Sojourner & A. Umyarov (2019) “Can Reputation Discipline the Gig Economy? Experimental Evidence from an Online Labor Market” *Management Science*

Goda, G., M. Levy, C. Manchester, A. Sojourner & J. Tasoff (2019) Who Is A Passive Saver Under Opt-In and Auto-Enrollment? *Journal of Economic Behavior & Organization*

Sajjadiani, S., A. Sojourner, J. Kammeyer-Mueller & E. Mykerezi (2019) Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance and Retention. *Journal of Applied Psychology*. 104(10): 1207-1225.

Goda, G., M. Levy, C. Manchester, A. Sojourner, & J. Tasoff (2019) Predicting Retirement Saving Using Survey-Based Measures of Exponential-Growth Bias and Present Bias. *Economic Inquiry*. 57(3): 1636-1658

Chaparro, J., A. Sojourner & N. Huey (2019) “Differential Effects of High-Quality Early Care: Lessons from the Infant Health and Development Program” Chapter 13 in *Sustaining Early Childhood Learning Gains*. Eds: A. Reynolds & J. Temple. Cambridge University Press: Cambridge, U.K.

Sojourner, A. & J. Pacas (2019) The relationship between union membership and net fiscal impact. *Industrial Relations*. 58(1): 86-107

Davis, E., W. Lee, & A. Sojourner (2019) Family-Centered Measures of Access to Early Care & Education. *Early Childhood Research Quarterly* 47: 472-486

Budd, J., A. Sojourner, & J. Jung (2016) Are Voluntary Agreements Better? Evidence from Baseball Arbitration. *Industrial & Labor Relations Review*. 70(4): 865-893

Sojourner, A., B. Frandsen, R. Town, D. Grabowski & M. Chen (2015) Impacts of Unionization on Quality and Productivity: Regression Discontinuity Evidence from Nursing Homes. *Industrial & Labor Relations Review*. 68(4): 771-806

Hart, C. & A. Sojourner (2015) Unionization & Productivity: Evidence from Charter Schools. *Industrial Relations*. 55(4): 422-448

Goda, G., C. Manchester & A. Sojourner (2014) What Will My Account Really Be Worth? Experimental Evidence on How Retirement-Income Projections Affect Saving. *Journal of Public Economics*. 119: 80-92

Sojourner, A., E. Mykerezi & K. West (2014) Teacher Pay Reform and Productivity: Panel Data Evidence from Adoptions of Q-Comp in Minnesota. *Journal of Human Resources*. 49(4): 945-981

Duncan, G. & A. Sojourner (2013) Can Intensive Early Childhood Intervention Programs Eliminate Income-based Cognitive and Achievement Gaps? *Journal of Human Resources*. 48(4): 945-968

Sojourner, A (2013) Identification of Peer Effects with Missing Peer Data: Evidence from Project STAR. *The Economic Journal*. 123(569): 574-605

Sojourner, A (2013) Do Unions Promote Electoral Office Holding? Evidence from Correlates of State Legislatures' Occupational Shares. *Industrial & Labor Relations Review*. 66(2): 467-486

Sojourner, A., D. Grabowski, M. Chen, & R. Town (2010) Trends in Unionization of Nursing Homes. *Inquiry*. 47(4): 331-342

Working Papers

Chaparro, J., A. Sojourner, & M. Wiswall. [Early Childhood Care and Cognitive Skill](#)

McDevitt, R. & A. Sojourner. [Demand, Regulation, and Welfare on the Margin of Alternative Financial Services](#)

Qiu, Y. & A. Sojourner. [Labor-Market Concentration and Labor Compensation](#)

Works in Progress

Greenwood, B., R. Hardeman, L. Huang, & A. Sojourner. Physician-Patient Racial Concordance and Disparities in Birth Outcomes for Newborns

Jatusripitak, N., E. Mykerezi, A. Sojourner & K. West. School and Teacher Preferences: Evidence from a Multi-stage Internal Labor Market

Larson, R., S. Shannon, A. Sojourner & C. Uggen. Locked Out of the Labor Force: The Rise of Criminalization and the Fall in Employment

Lee, W. E. Davis & A. Sojourner. How Design of Early Childhood Care Subsidies Impacts Child Care Service Markets

Sockin, J. & A. Sojourner. What's the Inside Scoop? Addressing Workers' Information Problems with Public, Firm Reputation

Sojourner, A., D. Simon, J. Pedersen & H. Ombisa Skallet. Effects of Economic Incentives on Movement of Foster Children to Permanency

Zainzullina, I., E. Golberstein & A. Sojourner. Effects of School-Based Mental Health Services

Resting Papers

Sojourner, A. Partial Identification of Willingness to Pay Using Shape Restrictions with an application to the Value of a Statistical Life

Sojourner, A. & Y. Hur. State Pre-kindergarten Funding and the Child Care Workforce

Sojourner, A. & J. Yang. Effect of Unionization on Workplace-Safety Enforcement

Honors and Awards

Best Paper, 2019 Cherry Blossom Conference, Global Financial Literacy Excellence Center

Senior Fellow, 2019, Casey Family Programs

Visiting Scholar, 2018, Minneapolis Federal Reserve Bank Opportunity & Inclusive Growth Institute

Awardee, 2017, Faculty Service, Carlson School of Management

Awardee, 2017, Mary and Jim Lawrence Fellowship, Carlson School of Management

Awardee, 2016, John T. Dunlop Outstanding Scholar, Labor & Employment Relations Association

Finalist, 2015, Paul A. Samuelson Award for Outstanding Scholarship on Lifelong Financial Security, TIAA-CREF for Goda, Manchester & Sojourner (2014)

Invited Academic Conference Presentations and Seminars

What's the Inside Scoop? Addressing Workers' Information Problems with Public, Firm Reputation
2020: U Maryland Smith School of Business, U Minn Econ Applied Micro brown bag.

Labor Market Concentration and Labor Compensation

2020: LERA@ASSA 2020.

Child Poverty by Local School District and Allocation of Federal Title-I Funds

2019: National Academy of Sciences Committee on National Statistics

Early Childhood Care and Cognitive Skill

2019: U Minn Life Course Center, U Wisc Institute for Research on Poverty. 2016: Arizona State U Econ, UC Irvine School of Education.

Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance & Retention

2019: U Waterloo (Canada), Northwestern U Institute for Policy Research, LERA@ASSA. 2018: U Minnesota Carlson summer workshop. 2017: Association for Public Policy Analysis & Management

Family-Centered Measures of Access to Early Care and Education

2019: Human Capital Research Collaborative

Locked Out of the Labor Market: Rise of Criminalization and Fall of Employment

2018: Federal Reserve Opportunity & Inclusive Growth Institute.

Can Reputation Discipline the Gig Economy?

2018: U Tennessee Knoxville Economics, Georgia State U's Andrew Young School of Public Policy, Barcelona GSE Summer Forum Digital Economics (Spain), IZA World Labor Conference (Germany).

2017: UMichigan Ross. 2016: MIT Sloan Institute for Work and Employment Research. 2015: Midwest Economics Association.

Teacher Preferences: Evidence from a Multi-stage Internal Labor Market

2017: UMinn Econ Applied Micro brown bag.

Predicting Retirement Saving Using Survey-Based Measures of Exponential-Growth Bias & Present Bias

2015: NBER Retirement Research Consortium annual conference.

Relationship between Union Membership & Net Fiscal Impact

2019: UMinn Political Science Methods seminar. 2015: Society of Labor Economists.

Demand, Regulation, and Welfare on the Margin of Alternative Financial Services

2015: Minneapolis Federal Reserve Bank.

Understanding Differential Effects from Access to Free, High-quality Early Care

2015: Iowa State Economics, Northwestern U School of Education and Social Policy; Human Capital Research Collaborative national meeting. 2014: Hong Kong Economics Assoc.; Federal Reserve Bank of Cleveland; Carnegie Mellon Tepper; Econometric Society of North America; UC Irvine School of Ed; Human Capital Research Collaborative; Minnesota Pop Center Work, Family & Time Seminar.

Effects of Unionization on Workplace-Safety Enforcement

2015: University of Minnesota Law School.

Unionization & Productivity: Evidence from Charter Schools

2014: Labor & Employment Relations Association (LERA).

Impacts of Unionization on Employment, Product Quality, and Productivity

2014: Industry Studies Association (ISA). 2012: Emory U Econ; U Illinois IR; UC Berkeley IR; UCSF Nursing; UMass Amherst Econ; IZA/SOLE Transatlantic Labor Econ conf. (Germany); American Society of Health Econ; Society of Labor Economists; LERA. 2011: U Toronto (Canada) Economics; International Health Economics Association; Industry Studies Association.

Do Unions Promote Electoral Office Holding?

2013: LERA. 2012: Association for Education Finance & Policy.

Teacher Pay Reform and Productivity

2013: International Labor Organization/LERA Pay Systems. 2011: Minn. Economics Association; Association for Public Policy Analysis and Management; Society for Research on Educational Effectiveness; U Minnesota Applied Econ; Macalester Economics; U Minn. Econ. Applied Micro; NBER Education Meeting.

What Will My Account Be Worth? Experimental Evidence on How Retirement-Income Projections Affect Saving

2013: Cornell Univ. 2012: NY Fed Reserve; Arizona State U Econ, NBER Aging Summer Inst, GWU B-School. 2011: Financial Literacy Council.

Can Intensive Early Childhood Intervention Programs Eliminate Income-based Cognitive and Achievement Gaps?

2013: UC Irvine School of Education. 2012: World Congress on Remedies for Racial, Ethnic, and Economic Inequalities; U Minnesota - Early Career Investigators Network.

2011: Human Capital Research Collaborative.

Identification of Peer Effects with Missing Peer Data: Evidence from Project STAR

2010: Northwestern U Economics Social Interactions Conference; Society for Research on Educational Effectiveness; Southern Economics Association; Econometric Society NASM; Institute for Education Science (poster); U Minnesota Applied Economics; Toulouse School of Economics (France); U Trento Economics (Italy). 2009: CUNY Hunter Economics; University of Chicago Harris School (Distinguished Scholar in Residence); Federal Reserve Bank of Chicago; Upjohn Institute for Employment Research; Urban Institute; University of Minnesota HRIR; IZA/DIW DC; Federal Reserve Bank of Cleveland; RAND Corp. 2008: Harvard Kennedy School.

Grants

U.S. Department of Health and Human Service Office of Planning, Research and Evaluation. “A Research Partnership to Advance Equitable Access to Early Care and Education in Minnesota”: 9/29/19 – 9/28/23

McKnight Foundation, “Research-practice partnership project to translate teacher effectiveness research into district human capital practice”: \$150,000, 9/19-8/21

Casey Family Programs, 2019 Senior Fellow, \$75,000. 1/17/19-6/30/20

U.S. Department of Education’s Institute for Education Sciences, “Research Partnership to Improve Human Resources Management in Minneapolis Public Schools” (PI with N. Kuncel, C. Moore, E. Mykerezzi, M. Sullivan, & K. West) \$399,933. 7/1/16-6/30/18

University of Minnesota Grant in Aid of Research, “Access to High-Quality Early Care and Education”: \$37,187. 7/1/16- 1/15/18

National Institutes of Health, “Human Capital Interventions Across Childhood and Adolescence” subcontract from U California Irvine. \$67,260. 9/14/11 – 5/31/16

U.S. Social Security Administration through National Bureau of Economic Research, “The Role of Exponential-Growth Bias and Present Bias in Retirement Savings” (PI with G. Goda, M. Levy, C. Manchester, & J. Tasoff), \$76,930. 9/30/14 – 9/29/15

Carlson Dean’s Small Grant for “Who Will Teach Effectively? Linking Applicant Pre-Hire Characteristics to Teacher Productivity and Retention” \$4,344. 7/5/14-6/30/15

Social Media and Business Analytics Collaborative, “Value of Employer Reputation” (PI with A. Benson & A. Umyarov): \$5,000. 4/1/14-3/31/15

Pension Research Council/TIAA-CREF, “Role of Exponential Growth Bias in Savings Accumulation and Decumulation Decisions” (PI with G. Goda & C. Manchester): \$125,000. 6/1/13-12/31/14

U.S. Dept. of Labor Emerging Scholars Grant, “Effects of Unionization on Occupational Fatalities” subcontract from Summit: \$29,204. 9/30/13-10/31/14

U.S. Social Security Administration, Retirement Research Council, “What’s My Account Really Worth?” (PI with G. Goda and C. Manchester): \$62,265. 11/10 – 10/11

University of Minnesota Grant in Aid of Research, “Impacts of Unionization in Nursing Homes”: \$31,153. 1/1/11- 12/31/12

University of Minnesota Center for Urban and Regional Affairs for “Teacher Performance Pay and Student Achievement”: \$2,000. Data purchase. 9/10

TIAA-CREF Foundation for “What’s My Account Really Worth?” (PI with G. Goda & C. Manchester): \$29,216.28. 6/16/10 -7/1/11

Pre-doctoral fellowship, Northwestern Univ. Multi-disciplinary Program in Education Science, U.S. Department of Education Institute for Education Science, 9/06-6/09

Teaching

Labor Economics: PhD

Employer Market Power: PhD

Labor Relations & Collective Bargaining: Masters in HRIR and undergrads

Analytics for Human Resources and Industrial Relations: Masters in HRIR

Advising

Applied Economics: 2012: Kristine West, Katie Genadek. 2014: Brandon Trampe, Maria Bravo (MA). 2016: Juan Chaparro. 2017: Jose Pacas, Napat Jatusripitak. 2018: Adan Silverio. 2019: Jose Casco.

Current: Renato Ravina and Won Lee.

Carlson School: 2010: Ken Park. 2011: Shuang Liu (MA). 2015: Flo Honore. 2018: Sima Sajjadiani.

Economics: 2010: Tolga Kuzubas. 2012: Murat Cengali. 2013: David Wiczer. 2019: Sergio Ocampo Diaz. Current: Marcello Zouain, Sergiy Golovin.

Political Science: 2013: Lucas Lockhart.

Psychology: 2017: Heidi Keiser.

University Service

Coordinator, Carlson Work & Organizations Ph.D. program, 2018-

Member, Carlson Work & Organizations Ph.D. Committee, 2017-

Member, Applied Economics Department Ph.D. Committee, 2017-

Chair, Carlson 4th year reading committee for assistant professor, 2019

Member, WOrg Department reading committee for assistant professor, 2019

Member, University’s K-12 Educational Equity Advisory Board, 2015-2018

Reviewer, President’s Postdoctoral Fellowship Program, 2018

Member, WOrg Department reading committee for assistant professor, 2018

Member, Carlson School P&T committee for assistant professor, 2017

Member, Univ. of Minnesota Community Outreach, Retention & Engagement 2020

Program Curriculum Advisory Committee, 2016

Mentor, Diversity of Viewpoints & Experiences program for new PhD students, 2012

Member, Executive Committee, Department of Work & Organizations, 2010-2017

Co-Organizer, Carlson Early-stage research brown bag, 2010-2017

Organizer, Center for Human Resources and Labor Studies research seminar, 2009-2016

Professional Service

Editorial board: Industrial & Labor Relations Review, 2015-

Ad-hoc referee

AEJ: Applied Economics

American Journal of Agricultural Econ.

American Sociological Review

British Journal of Industrial Relations

Child Development

Contemporary Economic Policy

Developmental Psychology

Economic Inquiry

Economic Journal	Journal of Public Economics
Economics of Education Review	Labour Economics
Education Finance & Policy	Management Science
Educational Evaluation & Policy Analysis	National Science Foundation
Industrial Relations	Nonprofit & Voluntary Sector Quarterly
International Economic Review	Organization Science
Journal of Applied Econometrics	Politics, Groups, & Identities
Journal of Health Economics	Proceedings of the National Acad. of Sciences
Journal of Human Resources	Quarterly Journal of Economics
Journal of Industrial Economics	Review of Economic Studies
Journal of Labor Economics	Review of Economics & Statistics
Journal of Labor Research	Russell Sage Foundation
Journal of Pension Economics & Finance	Sloan Foundation
Journal of Policy Analysis & Management	Southern Economics Journal
Journal of Population Economics	

Affiliations

Research Fellow, Institute for the Study of Labor (IZA), Bonn, Germany, 2009-
Visiting Scholar, Opportunity and Inclusive Growth Institute, Federal Reserve Bank of Minneapolis (consulting), 2017-
Member, Human Capital and Economic Opportunity Global Working Group, 2017-
Member: American Economic Association, Econometric Society, Labor & Employment Research Association (LERA), Scholars Strategy Network, & Society of Labor Economists

Association Leadership

Academic vice-chair, program committee, LERA annual mtg., 2020-
Member, nominations committee, LERA, 2019-
Co-Chair, program committee, LERA annual mtg. at ASSA in 2020 & 2021, 2019-2021
Member, program committee, LERA annual mtg. at ASSA, 2017-

Conference Leadership

LERA@ASSA 2019, organizer of 3 sessions, chair & discussant, 2019
APPAM annual meeting, session co-organizer & chair, 2017
Minneapolis Fed, Opportunity & Inclusive Growth Institute, panel moderator, 2017
LERA annual meeting, session chair, 2016
Society of Labor Economists, annual meeting, session chair, 2015
Econometric Society, North American annual meeting, session chair, 2014
LERA annual meeting, chair of two sessions, 2014
LERA annual meeting, organizer and chair of two sessions, 2013
ILERA World Congress, Track 5 co-organizer and reviewer, 2012
International Health Economics Association annual meeting, session organizer, 2012
APPAM, session organizer, 2011

Community Service

Member, Minnesota State Advisory Council on Early Childhood Care and Education, 2019-
Chair, Constellation Impact Council, Constellation Fund, 2018-
Board Member, Spring Bank Holding Company, 2013-2016 & 2017-2018
Board Member & Board Chair, Spring Bank, Bronx, N.Y. 2010-2016

Member, Minneapolis Mayor Hodges's Cradle-to-K Cabinet, 2014-2016
Steering Committee, Human Capital Research Collaborative, 2009-2016
Scientific Advisory Board, Minnesota Children's Museum, 2015-2016
Member, Obama for America policy advisory committee on labor, employment & workforce, 2008
Member, Obama for Senate policy advisory committee on retirement security, 2004
Policy Fellow, U.S. Senate Health, Education, Labor and Policy Committee, 2002

Invited testimony or presentations by topic and venue:

- Early childhood investments' impact and policy
 - Minnesota Department of Human Services, 2016-
 - Bloom Early Learning panel, 2020
 - Hennepin County Medical Center Pediatrics Department grand rounds, 2019
 - National Indian Education Association, 2019
 - Minnesota Tribal Resources for Early Childhood Care, 2019
 - Minnesota House Early Childhood Committee, 2019
 - Minnesota Department of Health, children of incarcerated parents working group, 2018-2019
 - Federal Reserve Bank of Minneapolis, 2018
 - Center for American Progress, 2018
 - U Chicago Harris alumni panel on Inequality & Policy, 2018
 - Prenatal to 3 Policy Forum of Minn. Rep. Pinto & Sen. Relph, 2018
 - Think Small, 2018
 - First Children's Finance, 2017
 - Early Learning Scholarship Policy DHS/MDE/MDH working group, 2017
 - Minnesota Department of Employment & Economic Development, 2017
 - Hennepin County Community Health Improvement Partnership – School Readiness Action Team, 2015
 - Hennepin-University Partnership, 2015
 - Hennepin County government, 2015
 - State Legislative Leadership Institute, 2014
 - Way to Grow, 2014
 - Children's Hospitals & Clinics of Minnesota, 2014
 - Heller-Hurwicz Economics Institute, 2014

- Human resource management for public-school teachers
 - Research partnership with Minneapolis Public Schools, 2014-
 - Minnesota Professional Psychology Applied to Work, 2018
 - Future Services Institute, 2018
 - Bloomington Public Schools, 2018
 - Minnesota State House Education Committee, 2014
 - Educators for Excellence Minnesota, 2014
 - Minnesota Assessment Group of K-12 research directors, 2014
 - Minnesota State Department of Education, 2013
 - Teacher Education Redesign Initiative Culture-of-Evidence panelist, 2013

- Labor market and labor relations
 - Gerson Lerman Group (consulting), 2018-
 - LIFT Fund, 2020
 - Labor breakfast at LERA@ASSA, 2020
 - Office of the Attorney General of the District of Columbia (consulting), 2019

- U Minnesota Extension Workforce Development symposium, 2018
- Center on Budget & Policy Priorities, 2018
- AFL-CIO, Washington, D.C., 2015
- Minnesota Association of Professional Employees, 2015
- Center for Integrative Leadership, 2014
- U.S. Department of Labor, Office of Evaluation, 2014
- Served as fact-finder hired jointly by League of Voluntary Hospitals and Homes of New York and the SEIU Health Care Workers Local Union District 1199 to advance negotiations of contract covering 70,000 workers (consulting), 2013
- Minnesota Department of Health, 2013
- Minnesota Senate Judiciary Committee, 2012
- University of St. Thomas Employment & Labor Law Association, 2012

- Consumer financial services
 - Prepare+Prosper, FAIR services leadership advisory board member, 2016
 - Hennepin County Commissioner Marion Greene's forum, 2016
 - Defined Contribution Institutional Investment Association, 2014
 - Mutual of Omaha, 2014
 - Ohio Deferred Compensation, 2014
 - U.S. Office of Personnel Management, 2014

- Economics education
 - Edina, Minn. AP Econ students, 2018 & 2019
 - Minneapolis Federal Reserve High School Essay Winners celebration, 2018

Popular writing

- Auto-Enrollment Changes Who Is a Passive Saver (with Goda, Levy, Manchester & Tasoff), *VoxEU*, 2/12/20
- The Role of Unions, *Econofact* (with Brigham Frandsen), 11/3/19
- Economic Analysis of Incentives to Fraudulently Misclassify Employees in District of Columbia Construction. Report for Office of D.C. Attorney General (with Dale Belman), 9/19
- The Mexican Border and U.S. Trade: What Would Be the Impact of a Border Closure? *Econofact* (with Kadee Russ), 4/13/19
- Co-creator of childcareaccess.org, mapping and reporting families' access to child care services in communities across Minnesota (with Won F. Lee and Elizabeth Davis)
- If there are right-to-work laws, there must be right-to-invest laws, *The Hill*, 7/2/18
- We ask the most of families when they have the least, *The Hill*, (with N. Dalal) 2/7/18
- Medicaid Expansion Reduced Unpaid Medical Debt and Increased Financial Satisfaction, *Health Affairs Blog*, (with E. Golberstein) 7/24/17
- The case for mandating paid sick-leave in Minneapolis, *Star-Tribune*, (with Ziebarth) 4/19/16
- Should Minnesota Raise Minimum Wage? Yes. *Star-Tribune*, (with M. Reich) 2/23/13
- American job seekers think increasing the minimum wage would be good for them, *Economic Policy Institute Working Economics blog*, 2/20/13
- Say No to Right to Work, *Star-Tribune*, 2/18/12

Media interviews and coverage detailed on my website.