

AARON SOJOURNER
CURRICULUM VITAE

University of Minnesota
Carlson School of Management
Dept. of Work and Organizations
321 19th Avenue South, 3-300Y
Minneapolis, MN 55455-0438

asojourn@umn.edu
office: 612-624-9521
fax: 612-624-8360
sites.google.com/site/aaronsojourner

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 and certificate in Education Sciences, 2009
University of Chicago, Masters in Public Policy Analysis, 2003
Yale University, B.A. in History, 1995

Publications

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. Mykerezzi & 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

Benson, A., A. Sojourner, & A. Umyarov. [Can Reputation Discipline the Gig Economy?: Experimental Evidence from an Online Labor Market](#)

Chaparro, J. & A. Sojourner. [Same Program, Different Effects: Understanding differential effects from access to free, high-quality early care.](#)

Goda, G., M. Levy, C. Manchester, A. Sojourner, & J. Tasoff. [The Role of Time Preferences and Exponential-Growth Bias in Retirement Saving](#)

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

Sojourner, A. & J. Pacas. [The relationship between union membership and net fiscal impact](#)

Sojourner, A. & J. Yang. [Effects of Unionization on Workplace-Safety Enforcement: Regression-Discontinuity Evidence.](#)

Works in Progress

Chaparro, J., A. Sojourner, & M. Wiswall, Child Care and the Development of Early Childhood Skill

Davis, E., W. Lee, A. Sojourner. Who Has Access to High-Quality Early Childhood Education? Family-Centered Measures of the Cost-Quality Tradeoff.

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

Sajjadiani, S., A. Sojourner, J. Kammeyer-Mueller & E. Mykerezi. Using Machine Learning to Translate Pre-Hire Work History into Predictors of Performance and Retention.

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

Honors and Awards

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

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

2017: Association for Public Policy Analysis & Management

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

2017: UMinn Econ Applied Micro

Child Care and the Development of Child Skill

2016: Arizona State U Econ, UC Irvine School of Ed.

The Role of Time Preferences and Exponential-Growth Bias in Retirement Saving

2015: NBER Retirement Research Consortium annual conference.

Relationship between Union Membership & Net Fiscal Impact

2015: Society of Labor Economists.

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

2015: Minneapolis Federal Reserve Bank.

Can Reputation Discipline the Gig Economy?

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

Same Program, Different Effects: Understanding differential 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 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

Labor Relations & Collective Bargaining: Master's in HRIR and undergrads

Analytics for Human Resources and Industrial Relations: Master's in HRIR

Advising

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

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

Economics: 2010: Tolga Kuzubas. 2012: Murat Cengali. 2013: David Wiczer. Current: Marcello Zouain.

Political Science: 2013: Lucas Lockhart.

Psychology: 2017: Heidi Keiser.

University Service

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

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

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

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-

Program committee: Labor & Employment Relations Assoc. annual mtg. at ASSA, 2017-

Ad-hoc referee

AEJ: Applied Economics

American Journal of Agricultural Econ.

American Sociological Review

British Journal of Industrial Relations

Child Development

Developmental Psychology

Economic Journal	Journal of Population Economics
Economics of Education Review	Journal of Public Economics
Education Finance & Policy	Labour Economics
Industrial Relations	Management Science
International Economic Review	National Science Foundation
Journal of Applied Econometrics	Nonprofit & Voluntary Sector Quarterly
Journal of Health Economics	Organization Science
Journal of Human Resources	Politics, Groups, & Identities
Journal of Industrial Economics	Review of Economic Studies
Journal of Labor Economics	Review of Economics & Statistics
Journal of Pension Economics & Finance	Southern Economics Journal

Affiliations

Research Fellow: Institute for the Study of Labor (IZA), Bonn, Germany, 2009-

Visiting Scholar: Federal Reserve Bank of Minneapolis, 2017-

Member: Human Capital and Economic Opportunity Global Working Group, 2017-

Member: American Economic Association, Econometric Society, Labor & Employment Research Association, Scholars Strategy Network, & Society of Labor Economists

Conference Leadership

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, Minneapolis Mayor Hodges's Cradle-to-K Cabinet, 2014-2016

Steering Committee, Human Capital Research Collaborative, 2009-2016

Board Member, Spring Bank, 2010-2016

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 public testimony or research presentations by topic and venue:

- Human resource management for public-school teachers
 - Research partnership with Minneapolis Public Schools, 2014-
 - Bloomington Public Schools, 2018
 - Minnesota State House Education Committee, 2014
 - Educators for Excellence Minnesota, 2014
 - Minnesota Assessment Group (K-12 research directors), 2014

- Minnesota State Department of Education, 2013
- Teacher Education Redesign Initiative Culture-of-Evidence panelist, 2013
- 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
- Early childhood investments' impact and policy
 - Think Small, 2018
 - First Children's Finance, 2017
 - Minnesota Department of Human Services, 2016-
 - 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
- Labor market and labor relations
 - Gerson Lerman Group, 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, 2013
 - Minnesota Department of Health, 2013
 - Minnesota Senate Judiciary Committee, 2012
 - University of St. Thomas Employment & Labor Law Association, 2012

Popular writing

- 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 N. 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

Extensive media interviews on labor-relations and labor-economics issues and publications for popular audience, detailed on my website.