

# CURRICULUM VITAE

## THORSTEN SCHANK

March 2023



### 1 Address

Chair of Applied Statistics and Econometrics  
Department of Law and Economics  
Johannes Gutenberg University Mainz  
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### 2 Personal Data

Date of birth: April 25, 1971  
Place of Birth: Allenbach, Germany  
Citizenship: German  
Marital Status: Married, two children

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### 3 Research Interests

Applied Microeconometrics  
Labour Economics

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## 4 Current Position and Affiliations

- since April 2013: Professor (W3) of Applied Statistics and Econometrics,  
Department of Law and Economics, Johannes Gutenberg ,  
University Mainz
- since February 2016: Member of the *Ausschuss für Bevölkerungsökonomik*
- since May 2014: Fellow of the ‘Interdisciplinary Public Policy’ Center,  
University of Mainz
- since October 2010: Research Fellow at the Institute for the Study of Labor (IZA),  
Bonn
- since July 2008: Research Fellow at the Labor and Socio-Economic Research  
Center (LASER), Nuremberg
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## 5 Professional Career

- 2010-2013: Professor (W2) of Economics, esp. Microeconomics,  
Department of Law and Economics, Johannes Gutenberg  
University Mainz
- 2008-2010: Associate Professor (*Privatdozent*), Chair of Labour and  
Regional Economics, Friedrich-Alexander-University  
Erlangen-Nuremberg, Germany
- 2002-2008: Assistant Professor (*Wissenschaftlicher Assistent*), Chair of  
Labour and Regional Economics,  
Friedrich-Alexander-University Erlangen-Nuremberg, Germany
- 2001-2002: Research Assistant at the Institute for Employment Research,  
Nuremberg, Germany
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## 6 Education

- 2008: Habilitation at the University of Erlangen-Nuremberg;  
teaching qualification awarded for higher education in Economics  
and Econometrics
- 1997–2001 : Ph.D. in Economics, School of Economic Studies, University of  
Manchester, UK; Thesis title: Working time and labour demand;  
Supervisors: Prof. Martyn Andrews and Prof. Christoph Schmidt
- 1995–1997: Diplom in Economics at the University of Heidelberg, Germany
- 1994–1995: M.A. (Econ) at the University of Manchester, England University  
of Manchester, UK
- 1992–1994: Vordiplom in Economics (equiv. to B.A.) at the University of  
Mainz
- 1990–1992: Apprenticeship (*Banklehre*) at the Volksbank-Raiffeisenbank  
Idar-Oberstein eG
- 1990: Abitur (university entrance qualification)
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## 7 Teaching experience

### 7.1 University Mainz

- PhD (Graduate School):** Advanced Econometrics  
Empirical Labor Economics (until summer term 2013)
- Master:** Econometrics of Cross Section and Panel Data  
Limited Dependent Variables and Sample Selection  
Economics of Micro Data  
Empirical Industrial Economics (until winter term 2012/2013)
- Diploma:** Labor Economics (winter term 2010/2011)
- Bachelor:** Statistics I  
Statistics II

Microeconomics I (until summer term 2013)

Microeconomics II (until winter term 2012/2013)

## **7.2 University Erlangen-Nuremberg**

Econometrics (advanced lecture for bachelor students, winter term 2009/2010)

Empirical Labour Economics (lecture and class, course for master and doctoral students, since 2003)

Principles of Empirical Work (seminar for PhD students, winter term 2006/07)

Labour and Personnel Economics (lecture and class, held in English, summer term 2008)

Labour Economics (lecture and class, bachelor and master courses, since 2002)

Macroeconomics (lecture and class, bachelor degree, since winter term 2008/09)

## **7.3 PhD-Programme of the IAB, Nuremberg**

Panel Econometrics (part of the compulsory module in Statistics and Econometrics, March 2010)

## **7.4 University of Manchester**

Macroeconomics (summer term 2000, exercise course, bachelor degree)

Microeconomics (summer term 1999, winter term 1999/2000, exercise courses, bachelor degree)

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## 8 Research

### Monograph

1. “The impact of working time on employment, wages and productivity”, Nuremberg 2003, Beiträge zur Arbeitsmarkt- und Berufsforschung Nr. 269

### Publications in Refereed Journals

1. “Wage inequality in Germany after the minimum wage introduction”, forthcoming in: *Journal of Labor Economics* (with Mario Bossler) doi:10.1086/720391
2. “A practical approach to overcoming biases in comparing student performance in higher education”, in: *Assessment & Evaluation in Higher Education* (2022): November, 1–13 (with K. Pastor, O. Troitschanskaia and K. Wälde) doi:10.1080/02602938.2022.2134841
3. “Does the internet increase the job finding rate? Evidence from a period of internet expansion”, in: *Information Economics and Policy*, 55 (2021), 100900 (with M. Denzer and R. Upward) doi:10.1016/j.infoecopol.2020.100900
4. “More female manager hires through more female managers? Evidence from Germany”, in: *Industrial Labor Relations Review*, 73/3 (2020), 676—704 (with M. Bossler and A. Mosthaf) doi:10.1177/0019793919862509
5. “The Second Glass Ceiling: Women’s Role in Supervisory Boards of German Firms”, in: *Schmalenbach Business Review*, 71/3 (2019): 385–411 (with V. Bozhinov and C. Koch) doi:10.1007/s41464-018-0063-1
6. “Do foreign workers reduce trade barriers? Microeconomic evidence”, in: *World Economy*, 40/9 (2017): 1750-1774 (with M.J. Andrews and R. Upward) doi.org/10.1111/twec.12486.
7. “Employment effects of longer working hours”, in: *IZA World of Labor* IZA World of Labor 216 (2015) doi:10.15185/izawol.216.
8. “Does the plant size-wage differential increase with tenure? Affirming evidence from German panel data”, in: *Economics Letters* 135 (2015): 9-11 (with D. Fackler and C. Schnabel) doi:10.1016/j.econlet.2015.07.023
9. “More hours, more jobs? The employment effects of longer working hours”, in: *Oxford Economic Papers*, 67/2 (2015): 245-268 (with M.J. Andrews, H.D. Gerner and R. Upward) doi: 10.1093/oep/gpu026pdf
10. “Low-wage employment versus unemployment: Which one provides better prospects for women?”, in: *IZA Journal of European Labor Studies* October (2014) 3:21 (with A. Mosthaf and C. Schnabel)
11. “Foreign-owned firms around the world: a comparative analysis of wages and employment at the micro-level”, in: *European Economic Review*, 60 (2013): 170-188 (with A. Hijzen, P. Martins and R. Upward)
12. “Wage cyclicality under different regimes of industrial relations”, in: *Industrial Relations* 52/2 (2013): 516-540 (with H. Gartner and C. Schnabel)

13. “The institutional context of an *empirical law*: The wage curve under different regimes of collective bargaining”, in: *British Journal of Industrial Relations* 51/1 (2013): 59-79 (with U. Blien, W. Dauth and C. Schnabel)
14. “High wage workers match with high wage firms: clear evidence of the effects of limited mobility bias”, in: *Economics Letters* 117/3 (2012): 824-827 (with M.J. Andrews, L. Gill and R. Upward)
15. “Foreign-owned plants and job security”, in: *Review of World Economics* 148/1 (2012) 89-117 (with M.J. Andrews, L. Bellmann and R. Upward)
16. “Differences in labor supply to monopsonistic firms and the gender pay gap: an empirical analysis using linked employer-employee data from Germany”, in: *Journal of Labor Economics* 28/2 (2010): 291-330 (with B. Hirsch and C. Schnabel)
17. “The impact of financial participation on workers compensation”, in: *Journal for Labour Market Research* 43/1 (2010): 72-89 (with M. Andrews, L. Bellmann and R. Upward)
18. “Works councils and separations: voice, monopoly, and insurance effects”, in: *Industrial Relations* 49/4 (2010): 566-592 (with B. Hirsch and C. Schnabel)
19. “Higher wages in exporting firms: self-selection, export effect, or both? First evidence from German linked employer-employee data”, in: *Review of World Economics* 146/2 (2010): 303-322 (with C. Schnabel and J. Wagner)
20. “Low-wage earners: Who manages to reach higher wage levels?”, in: *Jahrbücher für Nationalökonomie und Statistik/ Journal of Economics and Statistics* 229/5 (2009): 584-614 (with C. Schnabel and J. Stephani)
21. “The takeover and selection effects of foreign ownership in Germany: an analysis using linked worker-firm data”, in: *Review of World Economics* 145/2 (2009): 293-317 (with M.J. Andrews, L. Bellmann and R. Upward)
22. “Stimulating part-time work by legal entitlements? Evidence from a German policy experiment”, in: *Applied Economics Letters* 16/4 (2009): 391-394 (with H.D. Gerner and C. Schnabel)
23. “High wage workers and low wage firms: negative assortative matching or limited mobility bias”, in: *Journal of the Royal Statistical Society Series A* 171/3 (2008): 673-697 (with M.J. Andrews, L. Gill and R. Upward)
24. “The demand for labor: an analysis using matched employer-employee data from the German LIAB. Will the high unskilled worker own-wage elasticity please stand up?”, *Journal of Labor Research* 29/2 (2008): 114-137 (with J.T. Addison, L. Bellmann and P. Teixeira)
25. “Do exporters really pay higher wages? First evidence from linked employer-employee data”, in: *Journal of International Economics* 72/1 (2007): 52-74 (with C. Schnabel and J. Wagner)

26. “Interne Arbeitsmärkte und Einsatz temporärer Arbeitsverhältnisse: Eine Fallstudie mit Daten eines deutschen Dienstleistungsunternehmens”, in: *Zeitschrift für Betriebswirtschaft* 77/11 (2007): 1159–1177 (with M. Oberst and C. Schnabel)
27. “Do works councils inhibit investment?”, in: *Industrial and Labor Relations Review* 60/2 (2007): 187–203 (with J.T. Addison, C. Schnabel and J. Wagner)
28. “Practical fixed effects estimation methods for the three-way error components model”, in: *The Stata Journal*, 6/4 (2006): 461–481 (with M.J. Andrews and R. Upward)
29. “Works councils, labor productivity and plant heterogeneity: First evidence from quantile regressions”, in: *Jahrbücher für Nationalökonomie und Statistik/ Journal of Economics and Statistics*, 226/5 (2006): 505–518 (with J.T. Addison, C. Schnabel and J. Wagner)
30. “German works councils in the production process”, in: *Schmollers Jahrbuch/ Journal of Applied Social Science Studies* 126/2 (2006): 251–283 (with J.T. Addison, C. Schnabel and J. Wagner)
31. “Have employees in Germany received full wage compensation after a cut in standard hours?”, in: *The Manchester School* 74/3 (2006): 273–293
32. “Betrieblicher Einsatz befristeter Beschäftigung”, in: *Sozialer Fortschritt* 54/9 (2005): 211–220 (with A. Fritsch)
33. “Are overtime plants more efficient than standard-time plants? A stochastic production frontier analysis using the IAB Establishment Panel”, in: *Empirical Economics* 30/3 (2005): 693–710
34. “Does worksharing work? Some empirical evidence from the IAB Establishment Panel”, in: *Scottish Journal of Political Economy* 52/2 (2005): 141–176 (with M.J. Andrews and R. Simmons)
35. “Works councils – sand or grease in the operation of German firms?”, in: *Applied Economics Letters* 11/3 (2004): 159–161 (with C. Schnabel and J. Wagner)
36. “Die Beschäftigung von Un- und Angelernten – Eine Analyse mit dem Linked Employer-Employee Datensatz des IAB”, in: *Mitteilungen aus der Arbeitsmarkt- und Berufsforschung* 36/3 (2003): 257–270
37. “Flexibilität der Qualifikationsstruktur aus betrieblicher Sicht: Substitutionalität oder Komplementarität”, in: *Jahrbücher für Nationalökonomie und Statistik/ Journal of Economics and Statistics*, 219 (1999): 109–126 (with L. Bellmann and S. Bender)

## Other Publications

1. “The role of wage setting institutions on wage cyclicality: Some unexpected patterns from Germany”, in: Vox. Research-based policy analysis and commentary from leading economists, 22.09.2012 (with H. Gartner and C. Schnabel)

2. “Niedriglohnbeschäftigung: Sackgasse oder Chance zum Aufstieg”, IAB Kurzbericht 8/2008 (with C. Schnabel, J. Stephani and S. Bender)
3. “Labour market effects of work-sharing arrangements in Europe”, in: Boeri, T., Burda, M. and Kramarz, F. (eds.), *Working hours and job sharing in the EU and USA. Are Europeans lazy? Or Americans crazy?*, Oxford 2008: 103–241 (with F. Kramarz, P. Cahuc, B. Crépon, O. Nordström Skans, G. van Lomwel and A. Zylberberg)
4. “Stochastische Produktions-Frontier Modelle: Ein Überblick über alternative Schätzmethode sowie eine Anwendung auf die Produktivitätseffekte von Überstunden”, in: IWH-Halle (eds.), *Beschäftigungsanalysen mit den Daten des IAB-Betriebspanels*, 2006: 216–236
5. “The determinants of the employment structure: wages, trade, technology, and organisational Change”, in: Bryson, A., Forth, J. and Barber, C. (eds.), *Making linked employer-employee data relevant to policy*, DTI 2006, 101–119 (with J.T. Addison, L. Bellmann and P. Teixeira)
6. “Betriebliche Determinanten des Überstundeneinsatzes”, in: Bellmann, L. and Schnabel, C. (eds.), *Betriebliche Arbeitszeitpolitik im Wandel*, Nuremberg 2004: 37–62 (with C. Schnabel)
7. “Kehrtwende in der Arbeitszeitpolitik”, in: *Wirtschaftsdienst* 84/8 (2004): 512–518 (with M. Heckmann)
8. “The spread of ICT and productivity growth: is Europe really lagging behind in the New Economy?”, in: Cohen, D., Garibaldi, P. and Scarpetta, S. (eds.), *The ICT revolution: productivity, differences and the digital divide*, Oxford 2003: 1–140 (with E. Bartelsman, A. Bassanini, J. Haltiwanger, R. Jarmin and S. Scarpetta)
9. “Skill-biased technological change, international trade and the wage structure”, in: Bellmann, L. and Hujer, R. (eds.), *Betriebliche Innovationen im Spiegel von Betriebsbefragungen*, Nuremberg 2003: 113–134 (with A. Kölling)
10. “Auswirkungen von Normalarbeitszeitverkürzungen auf die Löhne: Ergebnisse vom IAB- Betriebspanel”, in: Bellmann, L., Gerlach, K., Hübler, O. and Meyer, W. (eds.), *Beschäftigungseffekte betrieblicher Arbeitszeitgestaltung*, Nuremberg 2001: 33–66

### **Book Review**

1. Kumbhakar, S.C.; Lovell, C.A.K. *Stochastic frontier analysis*, in: *The Manchester School*, 70/2 (2002)

### **Current Research**

1. “Labor demand responses to changing gas prices”, IZA Institute of Labor Economics Discussion Paper Series, No. 16015, Bonn, March 2023 (with M. Bossler and A. Moog) pdf
2. “Do supplementary jobs for welfare recipients increase the chance of welfare exit?” (with A. Mosthaf and S. Schwarz)



3. “The effects of the introduction of the gender quota in Germany on the gender wage gap and on female promotion rates” (with J. Carow, C. Koch and S. Wolter)
  4. “What happened to the home ground advantage in the second year of the crisis?” (with V. Voigt)
  5. “The role of working hours: heterogenous effects of the minimum wage” (with M. Bossler and Y. Liang)
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## 9 Presentations at Conferences and Workshops

- 2021:** European Association of Labor Economics (EALE), virtual  
IAB–Laser Seminar on Minimum Wage and Low Wage Policies, virtual  
Kolloquium Methoden und Sozialstruktur, JGU Mainz, virtual
- 2020:** Meeting of the German Economic Association (*Verein für Socialpolitik*), virtual  
Research Seminar, IWH Halle, virtual  
Research Seminar, University of Bamberg, virtual
- 2019:** European Association of Labor Economists (EALE) Conference, Uppsala  
Research Seminar, TH Nuremberg
- 2018:** Gender Economics and the Workplace, Workshop at the FAU Erlangen-Nuremberg  
Research Seminar University of Tübingen
- 2017:** 25 Jahre IAB-Betriebspanel – 2017 International Workshop on Establishment Panel Analyses, IAB, Nuremberg (Keynote)  
Linked Employer-Employee Data Workshop, Coimbra, Portugal (Keynote)  
Research Seminar at IZA Institute of Labor Economics, Bonn  
Rhein-Ruhr Promovendensymposium “Arbeit und Soziale Sicherheit”, Duisburg (Discussant)
- 2016:** Annual Meeting of the German Economic Association (*Verein für Socialpolitik*), Augsburg  
Research Seminar, University of Darmstadt  
Meeting of the *Ausschuss für Bevölkerungsökonomik*, Freiburg
- 2015:** Research Seminar, University of Würzburg  
Research Seminar, IWH Halle  
Mainz Workshop in Labour Economics: Workers and Firms
- 2013:** IEP Research Seminar, University of Frankfurt  
IAEEU Reserach Seminar, University of Trier
- 2012:** Workshop on Minimum Wages at the *Federal Ministry of Labour and Social Affairs, Berlin*

Annual Meeting of the German Economic Association (*Verein für Socialpolitik*), Göttingen

European Association of Labor Economists (EALE) Conference, Bonn

Comparative Analysis of Enterprise (Micro) Data (CAED) Conference, Nuremberg

Conference on “Globalization, Organization and the Ownership of Firms”, Research Institute of Industrial Economics, Stockholm

Research Seminar Newcastle, University Business School

User Conference of the IAB Establishment Panel Survey, Institute for Employment Research, Nuremberg

**2011:** KOF Research Seminar, ETH Zurich

Workshop in Labour Economics: Migration, Discrimination, Inequality and Poverty, University of Mainz

4th User Conference of the Research Data Centre (FDZ) of the Federal Employment Agency at the IAB, Nuremberg

**2010:** Research Seminar in Economics, TU Darmstadt, Germany

**2008:** Annual Meeting of the German Economic Association (*Verein für Socialpolitik*), Graz

Comparative Analysis of Enterprise (Micro) Data (CAED) Conference, Budapest

Conference of the German Data Forum, Statistical Office, Wiesbaden

Laser-Workshop on Multi-Level Analysis, Nuremberg

Workshop on “Testing Trade Models with Labor Market Heterogeneity”, Research Institute of Industrial Economics, Stockholm

**2007:** Annual Meeting of the European Association of Labor Economists (EALE) Conference, Oslo

**2006:** Annual Meeting of the German Economic Association (*Verein für Socialpolitik*), Bayreuth

Comparative Analysis of Enterprise (Micro) Data (CAED) Conference, Chicago

2nd User Conference of the Research Data Centre (FDZ) of the Federal Employment Agency at the IAB, Nuremberg

**2005:** Annual Meeting of the German Economic Association (*Verein für Socialpolitik*), Bonn

Workshop on “Beschäftigungsanalysen mit Daten des IAB-Betriebspanels”, Halle Institute for Economic Research, Germany

1st User Conference of the Research Data Centre (FDZ) of the Federal Employment Agency at the IAB, Nuremberg

**2002:** 10th International Conference on Panel Data, Berlin

**2000:** World Conference of the European Association of Labor Economists (EALE) and the Society of Labor Economists (SOLE), Milano

Research Seminar, University of Konstanz, Germany

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## 10 Conference Organisation

Summer School on Advanced Econometrics: Non-linear models, held by Jeffrey Wooldridge, Mainz (April 2019)

Summer School on Advanced Panel Data Methods, held by Jeffrey Wooldridge, Mainz (2013)

Research Workshop on Panel Data Methods, Mainz (2013)

Member of the Scientific Committee of the Comparative Analysis of Enterprise (Micro) Data (CAED) Conference, Chicago (2006)

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## 11 Refereeing

American Economic Review · Applied Economics Letters · B.E. Journal of Economic Analysis and Policy · British Journal of Industrial Relations · Bulletin of Economic Research · Deutsche Forschungsgemeinschaft (DFG) · Economics Bulletin · Economics Letters · Evaluation Review · Empirical Economics · European Economic Review · German Economic Review · German Journal of Research in Human Resource Management · Industrial Relations · Industrielle Beziehungen · Information Economics and Policy · International Economic Review · International Economics · International Journal of the Economics of Business · International Journal of Manpower · Israel Science Foundation · IZA Journal of Labor Economics · Japanese Economic Review · Journal for Labour Market Research · Journal of Applied Econometrics · Journal of Economic Surveys · Journal of International Economics · Journal of Law and Economics · Journal of Economics and Statistics · Journal of Labor Economics · Journal of Participation and Employee Ownership · Journal of Population Economics · Journal of Sports Economics · Journal of Urban Economics · Labour Economics · Oxford Bulletin · Quarterly Journal of Economics · Resource and Energy Economics · Regional Science and Urban Economics · Review of International Economics · Review of Managerial Science · Review of World Economics · Journal of Applied Social Science Studies · Scottish Journal of Political Economy · Southern Economic Journal · The Manchester School · World Development · World Economy

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## 12 Funding

- 2019: LOEWE-Zentrum SAFE, “Board Gender Diversity and Firm Performance: Evidence from Chinese Firms” co-applicant, together with Prof. Martin Götz (Goethe-Uni), 14.000 Euro
- 2017 – 2019: BMBF grant “Förderung statistischer Lehr- und Lernprozesse in Großveranstaltungen mittels eines Flipped-Classroom-Designs”, co-applicant in a joint project between the universities of Mainz (principal investigator: M. Förster), Düsseldorf (F. Heiss) and Berlin (S. Klinke). Sum allocated to JGU Mainz 224,551 Euro (Total: 447,000)
- Since 2014: Various fundings received from “Interdisciplinary Public Policy – IPP” at the JGU Mainz
- 2015: Internal University Research Funding of the JGU Mainz for project “Market structure and wages: evidence from East Germany”
- 2014–2015: DAAD grant “Bachelor Double Degree Program in Management & Economics”
- 2005–2007: ESRC grant “Ownership, wages and spillovers: an analysis using linked employer-employee data”. Joint applicant with Prof. Martyn Andrews (University of Manchester) and Prof. Richard Upward (University of Nottingham)
- 1998 – 2001: Research training grant at the Institute for Employment Research, Nuremberg, Germany
- 1998 – 2000: TMR Marie Curie grant from the European Union
- 1997 – 1998: Research training grant from the University of Manchester
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## 13 Academic Consulting

Participant in an OECD firm-level study on Growth (2000–2002)

Consultant for a project on productivity analysis of the European Union (2004)

Consultant for chapter “Multinationals and working conditions” in the OECD Employment Outlook (2008)

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## 14 Press Announcements

“Geschlechterquote im Aufsichtsrat: Viele neue Frauen mit geringem Einfluss”  
(JGU Mainz, January 10, 2018) [http://www.uni-mainz.de/presse/aktuell/3816\\_DEU\\_HTML.php](http://www.uni-mainz.de/presse/aktuell/3816_DEU_HTML.php)

Commentary on “Labor market issues in the German election” (IZA World of Labor, September 18, 2017) <https://wol.iza.org/opinions/labor-market-issues-in-the-german-election>

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