

**FABIAN LANGE**  
**CURRICULUM VITAE**  
**August 2021**

4065 Rue Drolet  
Montreal, Quebec  
H2W 2L5 Canada

Cell: 514-653 0020  
fabian.lange@mcgill.ca

**EDUCATION AND EMPLOYMENT**

**Education**

University of Chicago, Ph.D., Economics, 2004  
London School of Economics, B.Sc., Economics, 1998

**Employment and Visiting Positions**

McGill University, since 2012  
Canada Research Chair in Labour and Personnel Economics.  
Director of the Industrial Relations Faculty Program

Fernand Braudel Residential Fellow, European University Institute, Florenz Italy 2016-2017

Yale University  
Associate Professor, Department of Economics, 2010 - 2012  
Assistant Professor, Department of Economics, 2004 - 2010  
Affiliated Faculty Member, Economic Growth Center, 2004 - 2012

University of Michigan, Economics Department  
Visiting Faculty 2011 -2012

Oberlin College, Economics Department  
Research Associate 2011 - 2012

University of Chicago, Graduate School of Business  
Visiting Faculty 2007 - 2008

**Affiliations**

National Bureau of Economic Research 2019 - present

University of Oslo, Norway, Research Affiliate 2018 - present

montreal Partnership for Human Resource Management (mPHRM),  
Director (and co-founder), 2017 - present

CLRSN (Canadian Labour Market and Skills Researcher Network)  
Member, 2012 - present

CIREQ (Centre Interuniversitaire de recherche en economie quantitative)  
Member, 2012 - present

CIRANO (Centre Interuniversitaire de recherche en analyse des organisations)  
Principal Researcher – competencies, 2019 – present  
Member, 2012 - present

IZA-Institute for the Study of Labor, Bonn  
Research Fellow, 2005 - present

CES-ifo Institute, Munich  
Research Fellow, 2011 - present

## HONORS AND FELLOWSHIPS

### Honors

John Rae Prize of Research Excellence (best research record for a Canada based economist over the last 5 years), 2016.  
Canada Research Chair for Labour and Personnel Economics, Tier II, 2014 – 2024.  
IPUMS 2014 Research Award: Best Contribution US Research.  
IZA Young Labor Economist Award, 2008: Best Paper by a Labor Economist under 40.  
H.G.Lewis Prize, Best Paper in the Journal of Labor Economics 2006-2007.  
Best Advisor Award, Yale Graduate Economics Club 2009.

### Fellowships

CRDNC/WAGE - \$25,000  
Peer Effects in Parental Leave Take-up (2021-2022)

Social Science and Humanities Research Council Insight Grant - \$212,525  
Labor Force Attachment (2015-2020)

Social Science and Humanities Development Grant – \$7,000  
Proxying for Economic Activity Using Historical US Public Sector Records.

Canada Research Chair for Labour and Personnel Economics, Tier II, 2014-2019 - \$500,000  
Canada Research Chair for Labour and Personnel Economics, Tier II renewal, 2019-2024 - \$500,000  
Sandell Grant for Retirement Research, 2008.  
Research and Training Network Fellowship in the Study of Aging, 2003/4.  
Bradley Dissertation Fellowship, University of Chicago, 2002-2003.  
University of Chicago Century Fellowship, 1998-2002.

## RESEARCH AND PROFESSIONAL ACTIVITY

### Fields of Interest

Labor and Personnel Economics.

### Refereed Publications

1. Gallant, Jessica, et al. *Temporary unemployment and labor market dynamics during the COVID-19 recession*. No. w27924. National Bureau of Economic Research, forthcoming at Brookings Papers of Economic Activity.
2. Forsythe, Eliza, Lisa B. Kahn, Fabian Lange, and David Wiczer (2020) "Labor Demand in the time of COVID-19: Evidence from vacancy postings and UI claims." *Journal of Public Economics*, September 2020 p 104-138.
3. Jones, Stephen RG, Fabian Lange, W. Craig Riddell, and Casey Warman (2020) "Waiting for recovery: The Canadian labour market in June 2020." *Canadian Public Policy*, 46(S2), S102-S118.
4. Anders Frederiksen, Lisa B. Kahn, and Fabian Lange (2020) "Supervisors and Performance Management Systems", *Journal of Political Economy* 128, no. 6: 2123-2187. (earlier version: IZA Discussion Paper No. 10725).
5. Kroft, Kory, Fabian Lange, Matthew J. Notowidigdo, and Matthew Tudball (2019) "Long Time Out: Unemployment and Joblessness in Canada and the United States", *Journal of Labor Economics*, Volume 37, no. S2, July 2019, S355-3397.
6. Anders Frederiksen, Fabian Lange, and Ben Kriechel, (2017) "Subjective Performance Evaluations and employee careers", *Journal of Economic Behavior and Organizations*, Volume 134, February 2017, pages 408-429.
7. Kory Kroft, Fabian Lange, Matt Notowidigdo and Larry Katz, (2016) "Long-Term Unemployment and the Great Recession: The Role of Composition, Duration Dependence, and Non-Employment", *Journal of Labor Economics*, Vol. 34, Number S1 Part 2, January (2016), S7-S54..
8. Thomas Goldring, Fabian Lange, and Seth Richards-Shubik (2016) "Testing for Changes in the SES-Mortality Gradient When the Distribution of Education Changes Too", *Journal of Health Economics* (2016), pp. 120-130.
9. Andreas Hornstein, Marianna Kudlyak, and Fabian Lange (2014) "The Unemployment Rate – One Rate to Capture the State of the Labor Market" *Economic Quarterly*, Volume 100, Number 1, Pages 1-21.
10. Lisa B. Kahn and Fabian Lange (2014), Employer Learning, Productivity, and the Earnings Distribution: Evidence from Performance Measures, *Review of Economic Studies* 81: 1575-1613.
11. Aaronson, Daniel, Fabian Lange, and Bhashkar Mazumder (2014) "Fertility Transitions Along the Extensive and Intensive Margin," *American Economic Review*, Vol. 104, No. 11, pp 3701-24.  
(2014 IPUMS Research Award: Best Contribution in the Category US Research)

12. Kory Kroft, Fabian Lange, and Matt Notowidigdo (2013), "Duration Dependence and Labor Market Conditions: Evidence from a Field Experiment", *Quarterly Journal of Economics*, 128(3) pp. 1123-1167.  
(Selected by QJE Editorial Board as "Editors' Choice" Article)
13. Doug Gollin and Fabian Lange (2013): Migration Flows and Capital Movements in Small Open Economies, *Review of World Economics*: Volume 149, Issue 4 (2013), Page 749-777. DOI: 10.1007/s10290-013-0161-6.
14. Joseph G. Altonji, Prashant Bharadwaj, and Fabian Lange (2012), "Changes in the Characteristics of American Youth: Implications for Adult Outcomes", *Journal of Labor Economics*, Vol. 30 (4) pp 783-828.  
See also: Joseph G. Altonji, Prashant Bharadwaj, and Fabian Lange (2008), The Anemic Response of Skill Investment to Skill Premium Growth at VoxEU <http://www.voxeu.org/index.php?q=node/1110>.  
Data Note: Constructing AFQT Scores that are Comparable Across the NLSY79 and the NLSY97, available at: <http://www.econ.yale.edu/~fl88/AFQTMATCH.pdf>
15. David Cutler, Fabian Lange, Ellen Meara, Seth Richards and Christopher Ruhm (2011), "The contribution of risk factors to the SES Gradient in Health: 1970-2000", *Journal of Health Economics* 30 (2011), pp. 1174-1187.
16. Fabian Lange (2011), "The Role of Education in Complex Health Decisions: Evidence from Cancer Screening", *Journal of Health Economics* 30 (2011), pp. 43-54.
17. Hoyt Bleakley and Fabian Lange (2009), "Chronic Disease Burden and the Interaction of Education, Fertility and Growth", *Review of Economics and Statistics*, February 2009, 91(1).
18. Fabian Lange, Alan L. Olmstead, and Paul Rhode (2009), "The Impact of the Boll-Weevil 1892-1940", *The Journal of Economic History*, Sept. 2009, volume 69, issue 03, pp. 685 – 718.
19. Fabian Lange (2007), "The Speed of Employer Learning", *Journal of Labor Economics*, Vol. 25, Number 1, January 2007.  
(Lead Article, H.G.Lewis Prize: Best Paper in the Journal of Labor Economics in 2006 and 2007, IZA 2008: Best Paper by a Labor Economist under 40)
20. Fabian Lange (2003) Working? The West German Labor Market 1964-2001, *Latin American Journal of Economics*, December 2003, Vol 40 (121), pp 495-503.

#### Non-Refereed Publications

1. Lange, Fabian and Mikal Skuterud, Institute for Research and Public Policy Op-Ed (June 2021), "Unemployment is down but there are still issues" <https://policyoptions.irpp.org/magazines/june-2021/unemployment-is-down-but-there-are-still-issues/>
2. McCabe, C., Boadway, R., Lange, F., Gold, E. R., Cotton, C., Adamowicz, W., Breznitz, D., Elgie, S., Forget, E., Jones, E., de Marcellis-Warin, N., Peacock, S., Tedds, L. Renewing the Social Contract: Economic Recovery in Canada from COVID-19. Royal Society of Canada. 2020
3. Castro, Rui L., Fabian Lange, and Markus Poschke. "Trajectoires possibles du marché du travail québécois suite à la crise de la Covid-19." (2020). Consultation de Ministère de Finance, Quebec
4. Anders Frederiksen, Lisa Kahn, and Fabian Lange (2020) "Your supervisor's personality impacts you forever" LSE Business Review, 2020
5. Kroft, Kory, Fabian Lange, and Matthew J. Notowidigdo "Long-Term Unemployment and the Great Recession." NBER Reporter 2019, number 3.
6. Anders Frederiksen, Lisa Kahn, and Fabian Lange (2017), "Supervisors and Performance Management Systems", Research Brief, Center for Corporate Performance, Copenhagen, Denmark.
7. Lawrence F. Katz, Kory Kroft, Fabian Lange, and Matthew J. Notowidigdo (2016) "Addressing long-term Unemployment after the Great Recession" in Long-Term Unemployment After The Great Recession, VoxEU eBook, eds.: Samuel Bentolilla and Michael Jensen. Available at <http://voxeu.org/content/long-term-unemployment-after-great-recession-causes-and-remedies>.
8. Andreas Hornstein, Marianna Kudlyak, Fabian Lange, and Tim Sablik (2014) "Does the Unemployment Rate Really Overstate Labor Market Recovery," FRB Richmond Economic Brief, June 2014.
9. Fabian Lange and Robert Topel (2006), "The Social Value of Education and Human Capital", *Handbook of Education Economics*, Vol. 1, eds. Eric Hanushek and Finis Welch.
10. Joseph G. Altonji, Prashant Bharadwaj, and Fabian Lange (2008), The Anemic Response of Skill Investment to Skill Premium Growth at VoxEU <http://www.voxeu.org/index.php?q=node/1110>
11. Lawrence F. Katz, Kory Kroft, Fabian Lange and Matthew Notowidigdo (2014) "Addressing Long-Term Unemployment in the Aftermath of the Great Recession", at VoxEU: <http://www.voxeu.org/article/addressing-long-term-unemployment->

aftermath-great-recession.

12. Fabian Lange (2007), Book review, “The Economics of Education: Human Capital, Family Background, and Inequality”, by D. Checchi, *Journal of Economic Literature*, Vol 45 (1) March 2007.

### Working Papers

1. Gaurab Aryal, Manudeep Bhuller, and Fabian Lange (2019), Signaling and Employer Learning with Instruments, NBER working paper 25884, R&R at the American Economic Review.
2. Lange, Fabian, and Theodore Papageorgiou. *Beyond Cobb-Douglas: Flexibly Estimating Matching Functions with Unobserved Matching Efficiency*. No. w26972. National Bureau of Economic Research, 2020.

### Media and Podcasts

1. “The Visible Hand,” by Jordi Blanes I Vidal, Episode 6 on Supervisors and Performance Reviews March 6, 2021.
2. “Down to Business,” by the Financial Post, “Deciphering the mysteries of the pandemic job crisis, July 14, 2021.

### Dormant

3. Marianna Kudlyak and Fabian Lange (2019) Duration of Joblessness, reject and resubmit at AEJ Macro, previous version: Measuring Heterogeneity in Job Finding Rates Among the Nonemployed Using Labor Force Status Histories, FRB Working Paper No. 14-18, IZA discussion paper 8663 (<http://ftp.iza.org/dp8663.pdf>)
4. Rebecca Edwards and Fabian Lange, The US Labor Market in 2030: A Scenario Based on Current Trends in Supply and Demand, IZA Discussion Paper No. 7825.
5. Fabian Lange and Doug McKee, 2012, “The Evolution of Latent Health over the Life Course”, revise and resubmit at *Journal of Applied Econometrics*. [on hold, draft available on request]

### Projects in Progress

1. “Earnings Dynamics: the Role of Learning, Human Capital, and Performance Incentives” with Braz Camargo and Elena Pastorino: in progress – draft available on request.
2. Various Projects using Personnel Data. (Anders Frederiksen, Lisa Kahn, and Fabian Lange)
3. Various Projects on Employer Learning and Signaling (with Manudeep Bhuller, Aryal Gaurab, Baris Kaymak, Theodore Papageorgiou.)
4. Problems with current methods of projecting skill shortages (with Jie Ma)
5. COVID and the Labour Market (with David Wiczer, Lisa Kahn, Eliza Forsythe)

### Recent Conference Presentations and Invited University Seminars

#### Keynote Lectures

Bristol University, June 15-16<sup>th</sup> 2017, Bristol Workshop on Economic Policy Interventions and Behavior.  
Essen Health Conference, May 2019, Essen, Germany.

#### Seminar and Conference Presentations

2020

Bank of Italy, Rome, Italy; University of California Santa Cruz and Stanford joint PhD seminar, California; University College London, London UK

2019

University of Southern California, Los Angeles, California; University of Calgary, Calgary, Alberta; University of Alberta, Edmonton, Alberta; University of British Columbia, Vancouver, British Columbia; University of Delaware, Delaware; University of Waterloo, Waterloo, Ontario; Harris School of Public Policy, University of Chicago, Chicago, Illinois; Essen Health Conference, Essen, Germany; London School of Economics, London, UK; Cleveland Federal Reserve, Cleveland, Ohio;

Pre 2019, selected

American Economic Association; NBER Summer Institute Labor Economics; NBER Development of the American Economy; NBER Cohort Studies Group; Society of Economic Dynamics Annual Meeting; Society of Labor Economics Annual Meeting; Barcelona Graduate School of Economics; Canadian Economics Association Annual Conference, Society of Institutional and

Organizational Economics Annual Conference; Cowles Conference in Honour of Joseph Altonji.

Arizona State University; Bocconi, Milan, Italy; Boston University; Brown University; Columbia University; Cornell University; Duke University; EUI, Florence; Harvard University; Ludwig-Maximilian University, Munich, Germany; MIT Sloan School of Business, Northwestern University; Ohio State University; Paris School of Economics; Stanford University; Toulouse University; University of Arizona; University of British Columbia; University of California, Berkeley; University of California, San Diego; University of California – Los Angeles; University of Chicago, Harris School of Public Policy; UCL / LSE; University of Michigan; University of North Carolina – Chapel Hill; University of Pittsburgh and Carnegie Mellon Applied Economics Seminar; University of Rochester; University of Toronto; University of Wisconsin; Yale University.

Federal Reserve: Board, Cleveland, Chicago, Minneapolis, New York, Richmond, St. Louis; Bank of Canada.

## Academic Reviewing Service

### Editorial Positions

Co-editor, Canadian Economic Journal 2017-2020  
Associate Editor, Journal of Labor Economics 2017-2020  
Editor, Journal of Labor Economics 2020 –  
Guest Editor Canadian Public Policy 2020

### Referee

AER, Econometrica, JPE, QJE, ReSTUD and also:

American Economic Journal: Applied Economics, Economic Policy, Macroeconomics; B.E. Journal in Economic Analysis and Policy, B.E. Journal of Theoretical Economics, Canadian Economic Journal, The Economic Journal, Economic Development and Cultural Change, Economics and Human Biology, Economic Inquiry, Economics of Education Review, European Economic Review, Economic Letters, Health Economics, Industrial and Labor Relations Review, International Economic Review, Journal of Applied Econometrics, Journal of Economic Growth, Journal of Economic History, Journal of Economics of Households, Journal of Econometrics, Journal of European Economic Association, Journal of Human Resources, Journal of Human Capital, Journal of Health Economics, JOLE, Journal of Law and Economics, Journal of Law, Economics, and Organization, Journal of Policy Analysis and Management, Journal of Public Economics, Labour Economics, Labour: Review of Labor Economics and Industrial Relations, Oxford Economic Papers, Rand Journal of Economics, ReStat, Review of World Economics, Science, Yale University Press.

Excellence in Refereeing Award, *American Economic Review*, 2014.

Excellence in Refereeing Award, *American Economic Review*, 2008.

Journal of Labor Economics, Lewis Price Committee, 2009-2010.

### Conference Program Committees

Verein für Sozialpolitik, Canadian Labour Market and Skill Researcher Network, Canadian Economic Association 2016, Society of Labor Economics Annual Conference 2018, International Association of Applied Econometrics Conference 2018, Essen Health Conference 2020.

## TEACHING, ADVISING, AND SERVICE

Director of Industrial Relations Major at McGill University 2014 – 2020  
Founding Director, montreal Partnership for Human Resource Management, 2019-

## Teaching

McGill University, Department of Economics  
Microeconomic Theory, Undergraduate.  
Labor Economics, Graduate.  
Labor Economics, Undergraduate.

Yale University, Department of Economics  
Labor Economics, Graduate.  
Introduction to Microeconomic Principles, Undergraduate.  
Econometrics and Data Analysis II, Undergraduate.  
Economic and Social Inequality, Undergraduate Seminar  
Directed Reading: Camila Panama, Health Inequality, Senior.

Yale University, School of Management  
The Employee Perspective, MBA

University of Chicago  
Introduction to Labor Economics, Undergraduate.

Venice International University, Summer Institute  
Labor Economics, Graduate.

Berlin Research Training Group, 2015 Summer Institute  
Empirical Personnel Economics, Graduate

European University Institute 2017  
Empirical Personnel Economics, Graduate

## Advising

Thesis Advisor or Co-supervisor, Ph.D. Economics

(In parentheses: First Position)

- 2007: Seik Kim (University of Washington – Seattle, Economics), Ivan Vidangos (Federal Reserve Research Group, Washington DC).
  - 2009: Prashant Bharadwaj (USCD Economics), Rafael de Melo (University of Chicago, Economics), Peter McHenry (William and Mary College, Economics), Kyle Hood (Bureau of Economic Analysis).
  - 2010: Dora Gicheva (University of North Carolina Greensboro, Economics), Matthew Johnson (Mathematica)
  - 2011: Mark Klee (George Mason University, Economics), Richard Mansfield (Cornell University, Economics)
  - 2012: Priyanka Anand (Mathematica), Vincent Pohl (Queens University School of Public Policy)
  - 2013: Rebecca Edwards (The University of Sydney, Economics)
  - 2014: Jamin Speer (University of Memphis, Economics)
  - 2016: Lei Xu (Toulouse University Post-Doc in Digital Economics), Yan Song (Jinan University, Economics)
  - 2017: Jie Ma (Colgate University, Visiting Assistant Professor).
  - 2019: Qian Sun (Shanghai University of International Business and Economics), Xian Zhang (private sector), Ailin He (researcher, UBC research group on occupational health and safety), Sara Hayati (private sector).
- In progress: Jean-Louis Barnwell, Yaya Diallo, Andrei Muntaneau, Laetitia Renee, Qi Xu

Masters of Economics

- 2015 Dominique Gagnon.
- 2018 Zachary Schantz, Ali Abidi
- 2019: Paola Moreno
- 2020: Chao Yang

Undergraduate Senior Essays

- 2004-2011 (Yale): Bryant Dieffenbacher, Christine Hall, Nathan Huttner, John Byrnes, Colin Leatherbury, Merlyn Deng.
- 2012-2019 (McGill): Jennifer Pepper, Clara Kyung, Violette Yu

## Committees

Conference Organization

- Canadian Economic Association, Annual Meeting, Local Organizing Committee, Montreal 2018.
- Society of Labor Economics Annual Meeting, Local Organizing Committee, Montreal 2015.
- Montreal Conference on Markets with Frictions 2018, 2019
- Montreal CIREQ Micro- and Macro Perspectives on Information Frictions 2015.
- Montreal CIREQ Micro- and Macro Perspectives on Entrepreneurship 2014.
- Montreal CIREQ Micro- and Macro Perspectives on Unemployment 2013.
- Montreal CIREQ Applied Microeconomics on Fertility and Child Development 2014.
- Montreal CIREQ Applied Microeconomics on Health and Inequality 2014.
- Yale Health Economics Conference 2009, 2010, 2011.
- Biannual Montreal Applied Microeconomics Day 2015 - 2017

Departmental Work

- McGill Placement Committee 2013-2016.
- Social Statistics Seminar Organizing Committee 2013-2015.
- McGill Hiring Committee 2012 – present
- McGill Promotion and Tenure Review Committee 2012 – present
- Yale Graduate Placement 2009/2010, 2010/2011.
- Yale Graduate Admissions Committee 2008/2009.
- Cowles Foundation Library Committee 2008/2009.
- Yale Junior Hiring Committee, 2006/2007.
- Yale Senior Essay Prize Committee 2005/2006.

Other

- Executive Committee, Center of Population Dynamics, McGill University 2014 - present
- Scientific Committee, McConnell Chair of American Studies, University of Montreal, 2014-2017.
- McGill Committee for the Review of Pay Equity Procedures at McGill University, 2014, 2019.
- Venice International University, Course Development Committee 2010/2011.
- Executive committee, Canadian Labor Economic Forum, 2017 – present.
- Jury du Fonds Gerard-Parizeau 2019.

## Consulting

CIRANO, Effervescence du Marche de Construction de Disponibilité de la Main D'œuvre, 2020

Employment and Social Development Canada, Towards an improved labour market imbalances framework, and job vacancy measure, 2020.

Employment and Social Development Canada, An Assessment of Job Bank Data with a View to Data Mining and Research Possibilities/ Une évaluation des données de Guichet-Emploi en vue de l'exploration des données et des possibilités de recherche, 2019.

## **Service**

Member of Royal Society of Canada committee to report on policy lessons from the COVID epidemic.