Valerie Smeets (April 2014)

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Born 10 September 1974
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Research interests

Applied Microeconomics, Organizational Economics, Industrial Organization, International Trade, Personnel Economics.

Current position

2008	Associate professor, Department of Economics and Business, Aarhus University
2003	Research member, Centre for Corporate Performance, Aarhus University
2008	Research member, Labor Market Dynamics and Growth, Aarhus University
2012	Research member, Globalization and Industry Dynamics, Aarhus University

Previous positions and education

2005-2007	Assistant professor, Department of Business Administration, Universidad Carlos III de Madrid, Spain
2003-2005	Post doctoral researcher, Individual Marie Curie Fellowship, Center for Corporate Performance, Aarhus School of Business, Denmark
2004	Ph.D. in Economics, *summa cum laude*, Université Libre de Bruxelles, Belgium Thesis: *"Incentives, Sorting and Personnel Policies in Economics Departments"* Committee: Patrick Legros (supervisor), Mathias Dewatripont, Canice Prendergast, Paul Seabright
1999	Master in Economics, *cum laude*, Université Libre de Bruxelles, Belgium
1997-1998	Researcher, DULBEA, Université Libre de Bruxelles, Belgium
1997	Bachelor in Economics, *magna cum laud*e, Université Libre de Bruxelles, Belgium

Academic stays

- Visiting researcher, CEPII, Paris, March 2014-May 2014
- Visiting professor, The University of Tokyo, March 2013

- Visiting professor, Australian National University, August 2012
- Visiting professor, Booth School of Business, University of Chicago, U.S.A, March 2011 – May 2011; October 2007 – December 2007; September 2006
- Visiting scholar, Harvard Business School, U.S.A., November 2004
- Visiting PhD student, Université de Toulouse I, France, 2002-2003

Publications in international journals

- "Estimating Productivity with Multi-Product Firms, Pricing Heterogeneity and the Role of International Trade" (2013), *Journal of International Economics*, lead article, Volume 90, Issue 2, pp. 237-244. With Frederic Warzynski.
- "Wage Structure and Research Performance of U.S. Economics Departments: Distinguishing Incentives from Sorting", *Revue d´Economie Politique*, *(Special Issue on the Economics of Science)*, Juillet-Août 2012, Vol. 122 (4), 565-584. With Tom Coupé and Frederic Warzynski.
- "Does Input Quality Drive Measured Differences in Firm Productivity", *International Economic Review*, lead article, 52 (4), 961-989 (2011). With Jeremy Fox. (*Previously published as NBER working paper 16853)*
- "Too Many Theories, Too Few Facts? What the Data Tell Us About the Link Between Span of Control, Compensation and Career Dynamics", *Labor Economics*, 15 (4), 687-703 (2008). With Frederic Warzynski.
- "Does the Academic Labor Market Initially Allocate New Graduates Efficiently?"*, Journal of Economic Perspectives*, 20(3), 161-172 (2006). With Tom Coupé and Frederic Warzynski.
- "Incentives, Sorting and Productivity along the Career: Evidence from a Sample of Top Economists", *Journal of Law, Economics and Organization*, 20(1), 137-167 (2006). With Tom Coupé and Frederic Warzynski.
- "Job Creation, Job Destruction and Voting Behavior in Poland", *European Journal of Political Economy*, 20, 503-519 (2006). With Frederic Warzynski.

Publications in Danish journals

- "Small Open Economy Firms in International Trade: Evidence from Danish Transactions-Level Data", *Nationaløkonomisk Tidsskrift/Danish Economic Journal,* 147 (2), 175-194 (2009). With Tor Eriksson and Frederic Warzynski.

Working papers

- "Rethinking De-Industrialization", working paper (2014). With Andrew Bernard and Frederic Warzynski.

- "Outsourcing and Quality Growth", working paper (2014). With Sharon Traiberman and Frederic Warzynski.
- "Performance, Career Dynamics, and Span of Control", working paper (2013). With Michael Waldman and Frederic Warzynski.
- "Coping with the Crisis: Recent Evolution in Danish Firms' International Trade Involvement, 2000-2011" , working paper (2013). With Kaleb Girma and Frederic Warzynski.
- "An Empirical Analysis of Post-Merger Organizational Integration", working paper (2013). With Mike Gibbs and Kathryn Ierulli.
- "Export Price Behavior of Danish Firms: Comparing with Chinese and Brazilian Evidence", working paper (2012). With Camila Campos and Frederic Warzynski.
- "How Objective is Subjective Performance Evaluation", working paper (2012). With Nikolaj Halse and Frederic Warzynski.
- "International Differences in Subjective Performance Evaluation, Compensation and Career Dynamics in a Global Company", ASB working paper 11-15 (2011). With Nikolaj A. Halse and Frederic Warzynski.
- "Multi-Product Firms and Price Behavior in Danish Manufacturing: Evidence from a Transaction-Level Dataset", working paper (2011). With Frederic Warzynski.
- "Estimating Productivity Growth and Markups in Danish Manufacturing: Comparing Results Across Methods and Datasets", working paper (2010). With Frederic Warzynski
- "Learning by Cooking and Reputation Building: A French Recipe to Become a Top Chef", *ASB* working paper (2010). With Olivier Gergaud and Frederic Warzynski.
- "Organizational Differences between Countries in a Large Multinational", working paper (2008). With Frederic Warzynski.
- "Mergers of Equals and Unequals", *IZA* discussion paper 2426 (2006). With Mike Gibbs and Kathryn Ierulli.
- "Job Changes and Wage Dynamics", *ASB* working paper 06-09 (2006).
- "Are There Fast Tracks in Economic Departments: Evidence from a Sample of Top Economists", *ASB* working paper 04-04 (2004).
- "Status and Hierarchies: An Application to Academia", working paper (2004)

Work in progress

- "Is There a Link Between Total Factor Productivity and Pollution at the Firm Level: A Danish Perspective". With Chad Syverson and Frederic Warzynski

- "Three Empirical Checks on the Empirical Validity of the Olley and Pakes Productivity Estimators". With Jeremy Fox.
- "Management and Productivity Dispersion". With Jeremy Fox.
- "Learning, Reallocation and the Pedigree Effect in the Academic Labor Market". With Tom Coupé and Frederic Warzynski.
- "Evolution of Careers and the Hierarchy in the Catholic Church: A Long Run Perspective", working paper. With Marco van Herpen and Frederic Warzynski.

International Press articles/Practitioner Journals

- "For Companies, Joining Up is Hard to Do", *Bloomberg Opinion*, February 2, 2012 for "*An Empirical Analysis of Post-Merger Organizational Integration"*
- "Equal opportunities at Novo Nordisk", *World at Work*, 16(4), 66-81 (2008). With Nikolaj Halse and Frederic Warzynski
- "Overseeing More Employees – with Fewer Managers", *Wall Street Journal (US and Chinese version)*, March 24, 2008, for "*Testing Models of Hierarchy: Span of Control, Compensation and Career Dynamics"*
- "Denmark: study on equal pay to attract skilled women", Metis, Correspondances Européennes du Travail, January 2008 for *"Equal Pay at Novo Nordisk A/S in Denmark"*
- "Warum Mitarbeider nach einer Fusion die Flucht ergreifen", Handelsblatt, November 20, 2006 for *"Mergers of Equals and Unequals"*

Scandinavian Press articles

- Børsen, *Ligeløn Fremmer Virksomheders Effektivitet*, February 22, 2008 for *"Equal Pay at Novo Nordisk A/S in Denmark"*
- P1 radio program, January 4, 2008; JP, Politiken, TV2 News, DR, Business.dk, Urban, Ekstra Bladet, Sermitsiaq (Greenland), January 7, 2008; Ugeavisen, DN (Norway), January 9, 2008, for *"Equal Pay at Novo Nordisk A/S in Denmark"*
- "Sourcing - mestre er de mest produktive", Mandag morgen, January 31, 2011
- "Netværk øger eksporten med 49 procent", Børsen, December 10th, 2010
- "Stort fald i antallet af eksportvirksomheder", Børsen, December 1, 2010
- "Dansk kvalitet skal måles og vejes", Videnskab, October 27, 2010

Grants and awards

2013-2015	Grant of 2.5 million kroner from the *Forskningsrådet for Samfund of Erhverv* on "Understanding the Dynamics of Export Price Dynamics", (main researcher: Frederic Warzynski)
2008-2011	Grant of 2.2 million kroner (main researcher) from the *Forskningsrådet for Samfund of Erhverv* on "The Dynamics of Productivity in Danish and European Manufacturing: Comparing Results across Methods, Countries and Datasets"
2007	*Movilidad Jóvenes Doctores*, El Vicerrectorado de Investigación e Innovación de la Universidad Carlos III (3-month mobility grant to visit the Graduate School of Business at the University of Chicago, Fall 2007)
2003-2005	*Individual Marie Curie Intra-European Fellowship* (MEIF-2003-501280)
2002-2003	TMR European Network for Training in Economic Research (ENTER) grant
2004	Best poster paper, Summer school STEYR

Selected paper presentations

Conferences

- North American Winter Meeting of the *Econometric Society*, 2012, 2005
- *Society of Labor Economics* conference, 2013, 2012, 2008, 2007, 2004, 2002
- *European Trade Study Group* conference, Copenhagen, 2011
- *International Industrial Organization* conference, 2014, 2010, 2009, 2008
- *International Comparative Analysis of Enterprise Data* conference, 2009, 2006, 2001
- *Western Economic Association*, 2013
- *European Association for Research in Industrial Economics* conference, 2008
- *Tournaments, Contests and Relative Performance Evaluation*, Raleigh, U.S.A, 2008
- *European Association of Labor Economist* conference, 2008
- *Labor Market Dynamics Group* conference, Sandbjerg, Denmark, October 2007
- Conference on the *Analysis of Firms and Employees*, Nuremberg, Germany, 2006
- *Society for Economic Dynamics* conference, 2003
- *CEPR Conference*, "Incentives and Beyond: The Economics of Personnel and Organizations", Stockholm School of Economics, Sweden, May 2002
- North American Summer Meeting of the *Econometric Society*, University of California Los Angeles, U.S.A., 2002

Workshops

- Workshop on *Organizational economics*, **keynote speaker**, University of Sydney, 2012, 2007
- Workshop on *Empirical Investigations in Trade and Investment*, 2013, 2011, 2010
- *Australasian Trade Workshop*, 2013
- IGC Firm Capabilities Research Program Meeting, LSE, 2009

- European Science Days *Summer School in Organizational Economics*, 2004, Steyr, organized by George Baker
- European Science Days *Summer School in Personnel Economics*, 2003, Steyr, organized by Ed Lazear
- *Stanford Institute for Theoretical Economics*, 2002 summer program, segment on Personnel Economics: Theory and Empirical Tests, Stanford University, U.S.A., June 2002

Other professional activities

- **Co-organizer** of the workshop on "the frontiers in productivity estimation", Copenhagen, May 2011 (with Frederic Warzynski)
- Member of the **program committee** for the Comparative Analysis of Enterprise Data & COST Conference 2012 and 2010
- Member (elected) of the **akademiske råd** (Academic Council of the Aarhus School of Business), (2011, 2010)
- Member of the **job market committee** at Aarhus University (2012, 2011) and the Aarhus School of Business (2010)
- Seminar organizer, Department of Economics, Aarhus School of Business (2010-2011), Department of Business Administration, Universidad Carlos III de Madrid (2006-2007)
- Erasmus coordinator, Universidad Carlos III de Madrid (2005-2007)

Refereeing activities

Referee for the National science foundation, Journal of Political Economy, European Economic Review, Industrial and Labor Relations Review.

Teaching

Teacher of the year, nominated (2009,2010)
Excellence teaching, Universidad Carlos III, Madrid (2005, 2006, 2007)

MBA

Operations Management, Universidad Carlos III (2006-2007)

Graduate

Organizational Economics and Strategy, Aarhus School of Business (2010-2013)
Economics of Strategy, Aarhus School of Business (2009-2013)
International Economic Consulting, Aarhus School of Business (2009-2010)
The Economics of Human Resources Management, Aarhus School of Business (2008-2013)

Undergraduate

International Labour Markets, Aarhus School of Business (2008)

Economics of Organizations, Universidad Carlos III (2005-2007)

Operations Management, Universidad Carlos III (2005-2007)

PhD supervision/Assessment

- **PhD supervision:** main supervisor of Kaleb Girma, 2012-
- Chair of **PhD Committee** at the Aarhus School of Business (2013: Philip Meinen, 2011: Lena Janys)

Master supervision

- Master thesis supervision
  - 2014: Veronika Larsen
  - 2013: Evelina Calarasu, Evelina Garnyte, Meta Brødsted, Thorbjørn Søndergaard, Betina Doktor, Diem Tang
  - 2012: Diana Varga, Ion Dimitru, Randi Mortensen, Magnus Skriver, Iulia Tarata, Asbjørn Gregersen, Thomas Quaade Kaalby, Søren Pedersen, Nadya Marinova
  - 2011: Søren Stall, Martin Brogaard, Selen Gul, Orhan Yesilyurt
  - 2010: Niels Hagen, Troels Støvring, Kristian Kolding
  - 2009: Niels Ingerslev Roug