

SHORT CV

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ADDRESS

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PERSONAL

Citizenship: Canadian

ACADEMIC QUALIFICATIONS

PhD in Economics, University of Western Ontario, Canada, 1997. Supervisors: Alan Slivinski, Audra Bowlus and Peter Howitt.
Thesis: Essays on the Dynamics of Unemployment

EMPLOYMENT

Current position: Associate professor of Economics, Aarhus University (2006-present)

Previous position: Assistant professor of Economics, University of Copenhagen (2002-2006)

GRANT SUPERVISION (PAST 10 YEARS)

1. DFF (2021-2024.07.01) Welfare and Efficient Daycare Assignment. (2,877,659 DKK) Role: **Principal investigator**
<https://dff.dk/cases/forskere-skal-udvikle-mere-effektive-systemer-til-tildeling-af-bornepasning-i-daginstitutionerne>
2. DFF (2020-2023) 'Matching and Welfare Analysis of the Danish Mortgage Market'. International post doc by Ran Sun Lyn. (1,442,000 DKK) Role: **Supervisor/Co-Investigator**
<https://dff.dk/cases/hvordan-vaelger-bank-og-kunde-hinanden-nar-der-skal-lanes-til-et-hus>
3. DTMC seed money grant(s) (2017-2020), Estimation of the value of job amenities. (200,000 DKK) Role: **Principal investigator**
<https://docs.iza.org/dp14803.pdf>
4. DFF (2012-2016) Mechanism Design and Daycare Assignment (3,857,000 DKK) Role: **Principal Investigator**

Total: 8,376,659 DKK = 1,124,601 Euros, DFF: Danish National Research Council

BFI RANKINGS OF PUBLICATIONS (PAST 5 YEARS)

1. *Review of Economic Dynamics* (final third revision) BFI:2
2. *Journal of Human Resources* (final third revision) BFI:2
3. *Games and Economic Behavior* (2020) BFI:2
4. *American Economic Journal: Micro* (2019) BFI: 2
5. *Labor Economics* (2018) BFI:2

BFI has been the Danish research community national ranking of journals. Numbers are from the 2020 ranking. Type 2 journals are ranked as highly competitive, selective, and influential within the Danish research community. During this period, I have also published in the *Canadian Journal of Economics*, which is highly ranked among the community of Canadian economists.

SURVEY MANAGEMENT

In recent years, as the Principal Investigator of my DFF grants, I have taken an active managerial role in the creation of surveys and survey data that can be matched to register data at DST. The management of this problem is increasingly complicated. There is the creation of IRB (internal review board) applications that must show the merits of the projects and the meeting of

ethical standards. In this formulation there is the problem of creating legal contracts with survey participants to satisfy the GDPR regulation and the principal of informed consent. The projects are also complicated by the important involvement of third parties – example the municipalities – and the collaboration with other research units – such as the University of Copenhagen. These collaborations involve a multiple set of agreements related to joint data processing and technology transfer. A challenging part of this process in the research supported by my current DFF grant was to discover that the University of Copenhagen and Aarhus University handle these problems differently. There has been much learning and discussions with lawyers and professors to create a common method to do this work. Finally, there is the basic operational problem of running a survey, managing research assistants, and designing survey questions with collaborators. My current survey of Copenhagen parents with children of four months of age is described below:

<https://childresearch.au.dk/undersogelse-af-koebenhavnske-foraeldre-med-nyfoedte-boern>

Another project, which I am implementing in connection with new research grant applications, is the creation of a new sub-questionnaire within the Danish LFS (Labor Force Survey), which is administered by DST (Statistics Denmark). This questionnaire will create measures of job satisfaction that can be linked to Danish register data.

CURRENT TEACHING, STUDENT SUPERVISIONS AND STUDENT EVALUATIONS (0-5 scale)

- 2022: Danish Culture, Institutions and Markets with an International and Comparative Perspective (4.1 average teaching score) (40 students)
- 2022: Danish Culture, Institutions and Markets (3.6 average teaching score) (45 students)
- 2021: Applied Public Policy (4.0 average teaching score) (40 students)
- 2022: Macroeconomics course coordinator (Mathematics department) (2.7 average evaluation score) 41 students
- 2021: Macroeconomics course coordinator (Mathematics department) (3.1 average evaluation score) 60 students
- Supervision of approximately 25 BA/MA thesis in past five years (3.5 average evaluation score)
- Internal censor: Economics of Accounting (35 students), Scientific methods (60 students)
- PhD Supervision of Will Li (2020-2023) 'Effects of permitting employer's access to criminal records.'
- Post-doctoral supervision of Ran Sun Lyng (2020-2023)

Other teaching interests: Microeconomic theory, Market design, Search and matching theory, Household choice, Empirical applications of matching models. Many of these interests can be expressed in my teaching of Danish Culture, Institutions and Markets as well as in my teaching of Applied Public Policy.

RESEARCH INTERESTS

My research is divided into three main themes:

- **Market design and regulation.** This theme broadly relates to the problem of mechanism design theory in which markets can be designed to meet the operational goals of the mechanism designer. These problems are relevant in Denmark because many scarce resources – such as school spots, kidney transplants, public housing assignments - are allocated by centralized mechanisms. My narrow research on this topic has focused largely on centralized school matching with a particular focus on how a dynamic daycare assignment – parents choose daycares and start dates - can be best implemented. This is an important problem because the proper function of the daycare system is essential to many aspects of Denmark's welfare state and problems of inequality and gender norms. One issue is that many Danish assignment mechanisms have problems related to transparency. This issue is addressed by my current DFF grant.
- **Labor markets.** This theme broadly related to decentralized markets involving the sale of labor services, which represents approximately 2/3 of all market-based transactions. One broad theme is understanding how individuals are compensated. My research has focused on the development of directed matching theory, which is to model the labor market as competing auctions of labor services. These theories are tested empirically. Broadly this work attempts to explain unemployment and wage dispersion, the sorting of heterogenous workers to heterogeneous jobs, the mechanisms behind the creation and incentivization of teams, the selection and incentivization of business leaders, and the role of job amenities for worker compensation and assignment.
- **Household decisions.** This theme broadly relates to the fact that many important individual decisions are made jointly within a household. A key problem of the household is the division of time between market and non-market work. My research focuses on factors that affect household creation such as marriage and cohabitation. It also focuses on intra-household decisions that impact fertility and homeownership and how these decisions are related to both incentives and gender roles inside families. In some cases, this work is quite broad such as my research with John Knowles on the transformation of American households from 1960 to 1995. In other cases, this research is quite narrow such as my new unpublished work with Ran Sun Lyng and coauthors on the causal impact of risk-free returns on household portfolio choices and whether gender norms contribute to household choices of financial institutions. My work on daycare assignment also relates to problems related to parenting style and choices of parental leaves.

GRANT PROPOSALS IN 2023

I am currently involved in the development of two research grant proposals on the estimation of job amenities – i.e. forms of compensation that are not directly measurable as income. This research is closely related to a recently completed research project on the structural estimation of the valuation of job amenities by CEOs.

<https://docs.iza.org/dp14803.pdf>

I am applying for funding as principal investigator to support the following research:

- Project 1: Estimation of the added financial cost of asking experienced and highly qualified teachers and school leaders to accept positions in stressful environments such as difficult to serve classrooms and schools. Crucial to this proposal is the use of new data that matches teachers to classroom performance. A first attempt of this grant application received a top 20 percent score within the EU's Marie Curie program. We have since developed a precise and implementable empirical methodology using matched data for this project. Collaborators are Arnaud Dupuy, Ran Sun Lyng and Andreas Bjerre Nielsen
- Project 2: This project uses the development of register-based job satisfaction data and the estimation of job amenity valuations as a means of explaining gender wage gaps, evaluate welfare, and give policy makers efficient tools to reduce such gaps. We have put in place an agreement with DST to augment the Danish LFS (Labor Force Survey) to include a job satisfaction questionnaire. We have also created a methodological paper that gives a clear and elegant procedure in which to execute the main ambitions of this project. Collaborators are Arnaud Dupuy, Pauline Corblet, Simon Weber and Ran Sun Lyng

MAJOR FELLOWSHIPS AND TASKS WITHIN RESEARCH CENTRES

The three themes of my research can each be related to my involvement in important research centers. These centers have provided much of the funding during the early stages of my research career as well as an opportunity to work closely with my international peers at all stages of my research.

Activity 1: Labor markets

1. Dale T. Mortensen Center, Aarhus University Strategic Funds grant for about \$2,000,000 over the period 2017 – present – Co-investigator. Funded 'Seed money grants' and extended research stays at the University of Toronto 2020.
2. Research Unit on Cycles, Adjustments, and Policy, CAP, 2010-2015 funded by the Danish Social Science Research Council, grant for about \$1,000,000 – Co-investigator, Funded one year research leave.
3. Prof. Dale Mortensen's Niels Bohr Professorship at the School, 2006-2010 – International Research fellow. (Dale Mortensen awarded Nobel prize in 2010.) Funded one year research leave.

Activity 2: Market design and regulation

4. Center for Foundations of Electronic Markets (2010-2016) Funded by DFF – Research partner
5. Center for Industrial Economics (2004-2012) funded by DFF – Research fellow

Activity 3: Household decisions

6. Becker-Friedman Institute at the University of Chicago (2012-present) (Research scholar) Headed by James Heckman (Nobel prize 2000)
7. Centre for Applied Microeconomics (CAM) 2002-2010 Funded by the Danish Research council – Research fellow. Funded year leave with time spent at the University of Pennsylvania in 2006-2007. CAM was headed by Martin Browning (Oxford/KU)

My involvement in research centers has offered many opportunities to contribute to many activities related to the development of research and the mentoring of researchers. My current roles as PI and supervisor within my recent DFF grants have allowed

me to continue these activities within my own group of research collaborators. A number of these activities are described as follows

ACTIVITIES AND SERVICE RELATED TO CENTERS AND DEPARTMENT

Seminars at Aarhus:

Seminar Coordinator of economics section, Aarhus University 2006-2012, Also a local host of many speakers after 2012.

Recruitment at Aarhus:

Generally involved in either the selection, interviewing, or engagement of recruits at department visits every year since 2006.

DGPE (Danish graduate program in economics):

Semi-annual discussant of PhD presentations for students involved in DGPE, Organizer of 7 DGPE courses.

NBER (National Bureau of Economic Research, USA):

Annual invitation to participate at the NBER summer institute from 2000 to present. Participation in 2000, 2001, 2004, 2006, 2007, 2008, 2012, 2017. Invited NBER to host event at Aarhus University in 2011, which was organized by B.J. Christensen.

Conferences at Aarhus:

Generally involved formally and informally in the local organization of one or more conferences and workshops at Aarhus University each year since 2006.

PhD supervision and engagement:

Irena Schein, Ran Sun Lyng, Will Li, Co-authored published papers by Aaron Schiff, Daniel le-Maire and Sebastian Roelsgaard during their PhD studies. Began active collaborations with Moritz Ritter, Daniel Monte, Norovsambuu Tummenassan, Mongoljin Batsaikhan, Alex He, Pauline Corblet, Serene Tan, Nicolas Jacquet and Andreas Bjerre Nielsen during the first two years after gaining their PhDs.

PhD examinations:

Examiner at Aarhus U, U of Copenhagen, U of Paris, U of Helsinki

Journals:

Referee at Review of Economic Studies, Journal of Economic Theory, International Economic Review, European Economic Review, Review of Economic Dynamics, Scandinavian Journal of Economics, International Journal of Industrial Organization, Canadian Journal of Economics

Scandinavian network:

Annual participation in the Nordic Workshops on Matched Employer-Employee data. Attended majority of events since 2016

Conferences and workshops:

Attended and presented in over 80 international conferences and workshops since 2002.

Extended research visits: (Between one month and one year):

University of Miami 2000, University of Auckland 2001, University of Pennsylvania 2005, Copenhagen Business School 2012, University of Toronto 2014. Shortened visit at University of Toronto 2020 due to Covid-19.

Invited seminars and visits:

Southampton (UK), Western (Can), Toronto (Can), U of Penn (USA), U. of Miami, U. of Auckland (NZ), U. of Wellington (NZ), U of Christchurch (NZ), U. of Helsinki (Fin), U. of Victoria (Can), Simon Fraser U. (Can), McMaster U. (Can), U. of Alberta (Can), U. of Oslo (Nor), CBS (DK), U of Copenhagen (DK), ASB (DK), Aarhus U (DK), U of Geneva (Switzerland), CEMFI (Spain), CERGE-EI (Czech

Rep.), U of Amsterdam (Netherlands), U of Paris -Dauphine (France) and U. of Manheim (Germany). Upcoming in 2023: Queensland University (Australia), UNSW (Australia), University of Tampere (Finland).

Selected Citations:

Chris Pissarides (Nobel prize 2010) in his influential (2000) book, *Equilibrium Unemployment Theory*, cited two of my earliest contribution to economics: 1) My use of 'submarkets' in my PhD thesis to study the tricky problem of dynamic search and recruiting decisions with on-the-job search. (The literature now refers to such modelling broadly as 'competitive search') and 2) my first paper out of graduate school with Ian King and Benoit Julien where we develop a competing auction theory to study the 'micro-foundations' of exchange in labor markets with coordination frictions (The literature now refers to such modelling broadly as 'directed search'). Randall Wright et al (2020) give eight citations of my research papers on the topic of directed search theory in the *Journal of Economic Literature* (2020) survey of directed search theory. A generous discussion of my contributions are offered in the *New Palgrave Economics Dictionary* with entries by Shouyong Shi (Developments in Labor Economics) and by Randall Wright (Developments in Monetary Economics).

COVID-19:

- Organized (2021) DTMC conference on economic issues related to the COVID-19 pandemic

During the early Covid-19 outbreak I thought the best use of my time was to organize an international workshop that brought together some of the best economics researchers working on this problem. I was also active on social media. Since cured.

CURRENT LIST OF COLLABORATORS

The following is a list of collaborators on current research projects. Within these collaborations are activities that include the writing of grant applications, the writing of articles for journals, and the collection and creation of data (Often Surveys).

- Pauline Corblet (NYU Abu Dhabi)
- Arnaud Dupuy (University of Luxembourg)
- Simon Weber (University of York, UK)
- Ran Sun Lyng (Tampere University, Finland)
- Bobby Pakzad-Hurson (Brown University, USA)
- Sebastian Roelsgaard (Princeton University, USA),
- Alex He (University of Maryland, USA)
- Daniel Monte (Sao Paulo, Brazil)
- Norosambuu Tumennasan (U of Dalhousie, CAN)
- Andreas Bjerre Nielsen (SODAS at U. of Copenhagen, Denmark)
- Mette Gørtz (CEBI at U of Copenhagen, Denmark),
- Ronald Wolthoff (U of Toronto, CAN)
- Boyan Jovanovic (NYU, USA)
- Eliza Forsythe (U. of Illinois at Urbana Champaign, USA)
- Mongoljin Batsaikhan (Middlesex U. in London, UK)
- Daniel le Maire (U. Of Copenhagen, Denmark)
- Ian King (Queensland U. Australia)
- Benoit Julien (UNSW, Australia)
- John Knowles (SFU, Can)
- Elena Mattana (Aarhus U. Denmark)

CURRENT PUBLICATION PIPELINE: WORKING PAPERS AND PROJECTS

1. Job Amenities in the Market for CEOs (Earlier version titled: The Market for CEOs: Building legacy and feeling empowered matter. (with R. Sun Lyng and A. Dupuy.)

2. Marriage, Fertility and Stepfamilies: An Equilibrium Analysis (with John Knowles)
3. Quality Job Programs, Unemployment, and the Job Quality Mix (with Ian King and Benoit Julien)
4. Matching and Welfare Analysis of the Danish Mortgage Market (with R. Sun Lyng and R. Wolthoff)
5. Do gender norms determine bank choice in new cohabitations? (with R. Sun Lyng and R. Wolthoff)
6. The Causal Effect of Household Risk-free Rates on Portfolio Choice (with R. Sun Lyng and J. Zhou)
7. Welfare and Efficient Daycare Assignment (with B. Pakzad, A Bjerre Nielsen, E. Mattana and Mette Gørtz)
8. The expression of job satisfaction and the valuation of job amenities: An equilibrium analysis (with A. Dupuy, S. Weber, R. Sun Lyng and P. Corblet)
9. An econometric framework to estimate the wage cost of recruiting qualified teachers to serve difficult to serve classrooms. (with A. Dupuy and R. Sun Lyng)
10. The Mortensen Model and Labor Sorting (with D. Le Maire and A. He)
11. Occupational Switching Inside and Outside of Firms. (with B. Jovanovic, E. Forsythe, and R. Sun Lyng)
12. Incentivization and Creation of Teams in a Competing Auction market (with B. Julien)
13. Estimation of the Job Amenities of Management Partners: An Equilibrium Analysis of CEO and CFO relationships. (with A. Dupuy, S. Weber, R. Sun Lyng and P. Corblet)

ABOUT ME

Born in the same hospital as Justin Bieber (Victoria Hospital in London, Canada)

Grew up on a pig farm near Strathroy, Ontario, Canada. I have three sisters (Liz, Helen and Kay – who were never in the barns) and one brother (Leon). My parents are from the Netherlands. My father (Joe) was also a construction worker. My mother (Helen) was also a nursing aid. Learned to drive a tractor to pick stones when I was 8 years old. Driving corn to the elevator on highways when I was 13. Picked cucumbers under contract for Heinz every summer. Helping to deliver newborn piglets at all hours of the night my entire life on the farm. Also feeding pigs and cleaning pens.

Worked in a hard rock mine (1 mile underground) in Northern Manitoba (Lynn Lake) just below the Arctic Circle as a summer job while in Strathroy high school (SDCI) and my first year of University at Western.

Did well enough in high school to be admitted to my listed choices of Waterloo U. (Canada's MIT), Queens U. and Western U. to study engineering. Chose Western because of a generous scholarship and its proximity to Strathroy.

I studied chemical engineering at Western for the first three years of my undergraduate education before switching fully to the honors economics program. Amazing teachers in economics included Glenn Macdonald, Arthur Robson, John McMillan, Phil Reny, Preston McAfee, Peter Howitt, Robin Carter, Jim Markusen, Ann Carlos, Ron Wintrobe, Meir Kohn, Jeremy Greenwood, Knick Harley, David Laidler, Bruce Smith and Michael Parkin. Could see the merits of an academic life. Had summer jobs working in the petro-chemical plants (Petrosar) of Sarnia, Ontario.

Taught English as a second language in Tokyo, Japan in 1991 in a gap year between my masters and my PhD.

Was a DJ (House music) in Vancouver and New York City in the late 1990s. Ran a gay after-hours club in Vancouver. Switched from the University of Victoria to Simon Fraser University then to Pace University over the course of three years.

Met Kristine Ploug from Denmark in New York City in 1999. She was a visiting scholar (Queer studies) at NYU. I have been a full-time economist and family person since that date. We have two children, Fiona born in 2004 and Marlon born in 2007.

Did a long-distant relationship working at the University of Auckland in New Zealand in 2001 while Kristine was in Denmark. Prefer being settled and living together in Denmark. Torben Tranæs at SFI (VIVE) was instrumental in my transition to Denmark.

Wrote my first paper on directed search with Ian King and Benoit Julien right after graduate school. We continue to work together on this fascinating topic. We have plans to write a book about directed search during short breaks from the research frontier. Benoit was my roommate at University and Ian hired me at the U. of Victoria after he was my PhD examiner.

PUBLICATION LIST

1. Unmarried Births: Accounting and Equilibrium Analysis (with John Knowles) **Review of Economic Dynamics** (Final version submitted after third round of revisions)
2. Discrimination and Daycare Choice: Evidence from a Randomized Survey. (with M. Batsaikan, M. Gørtz, D.I Monte, R. Sun Lyng and N. Tumennasan) **Journal of Human Resources** (Final version submitted after third round of revisions)
3. Equivalence of Canonical Matching Models (with D. le Marie and S. Roelsgaard) (2020) **Games and Economic Behavior**, 14, 169-182
4. "Strategic Performance of Deferred Acceptance in Dynamic Matching Problems" (with D. Monte and N. Tumennasan): (2019), **American Economic Journal: Microeconomics** BFI: 2
5. "Wage-Vacancy Contracts and Multiplicity of Equilibria in a Directed Search Model of the Labor Market" (with Serene Tan and Nicolas Jacquet), (2019), **Canadian Journal of Economics** BFI: 1
6. Bidding for Teams (with Benoit Julien and Moritz Ritter), (2018) **Labor Economics**, 52, April.
7. Efficient Club Formation in a Frictional Environment (with Benoit Julien and Moritz Ritter) **Economics Letters**, 2014.
8. The Daycare Assignment: A Dynamic Matching Problem, (with D. Monte and N. Tumennasan) (2014) **American Economic Journal: Microeconomics**, 6, 5, November, 362-402,
9. Labor Market Programmes and the Equity-Efficiency Trade-off (with Torben Tranæs, Birthe Larsen, Trine Filges), **Journal of Macroeconomics**, 33, 4, (December 2012), 738- 753.
10. Implementing the Mortensen Rule in a Frictional Labor Market", (with Benoit Julien and Ian King), **Journal of Macroeconomics**, 33, 1, (March 2011), 80-91.
11. Directed Search, Unemployment, and Public Policy", (with Sephorah Benoit Julien and Ian King), **Canadian Journal of Economics**, 42, 3, (August 2009), 956 – 983.
12. Bidding for Money" (with Benoit Julien and Ian King), **Journal of Economic Theory**, 142, 1, (January 2008), 196 – 217.
13. Quality Infomediation in Search Markets", (with Aaron Schiff) **International Journal of Industrial Organization**, 26, 5, (September 2008), 1191-1202.
14. Simple Reputation Systems", (with Aaron Schiff), **Scandinavian Journal of Economics**, 109, 1. (March 2007), 71-91.7.
15. Residual Wage Dispersion and Coordination Unemployment", (with Benoit Julien and Ian King), **International Economic Review**, 47, (August 2006), 949-978.
16. Underemployment, On-the-Job Search, and the Beveridge curve", **Economics Letters**, 91, 2, (May 2006), 167-172. BFI: 1
17. The Mortensen Rule and Efficient Coordination Unemployment", (with Benoit Julien and Ian King), **Economics Letters**, 90, (February 2006), 149-155.
18. Competitive Auctions: Theory and Application, **Conference volume on Structural Labor Market Models**, (2006) North-Holland.
19. Ex Post Bidding and Efficient Coordination Unemployment" (with Benoit Julien and Ian King) **Canadian Journal of Economics**, 38, (February 2005), 174-193.
20. Auctions Beat Posted Prices in a Small Market" (with Benoit Julien and Ian King) **Journal of Institutional and Theoretical Economics**, 158, (December 2002), 548.
21. Auctions and Posted Prices in Directed Search Equilibrium" (with Benoit Julien and Ian King) **Topics in Macroeconomics** (B.E. Journals in Macroeconomics) 1, 1, (July 2001), Article 1.
22. Bidding for Labor", (with Benoit Julien and Ian King) **Review of Economic Dynamics**, 3, (October 2000), 619-649 (lead article).
23. Efficient Search and Recruiting: Choosing Sides in Matching Games", **Economics Letters**, 54, 1, (January 1997), 59-63.