
Research Fields

- Main Economics of Happiness and Well-being; Work Meaningfulness and Job Quality
Additional Technological Change and the Future of Work; Labor Economics; Entrepreneurship; Development and Transition Economics

Current Employment and Management Functions

- 2023– present **Professor in the Economics of Well-being**, *University of Groningen, Faculty of Economics and Business, Global Economics & Management*, The Netherlands.
2021–present **Coordinator**, *FEB Honours Bachelor Program*, University of Groningen.
2018–present **Academic Coordinator**, *Double Degree Master Central-East European Economies with Corvinus University*, University of Groningen.

Other Positions

- 2024–present **Book Editor**, *Work Meaning and Motivation - Interdisciplinary Perspectives on Work Well-being*, Publisher: Springer.
2022–present **Editor**, *Journal of Population Economics*.
2019–present **Policy and Research Cluster Leader**, *Economics of Happiness, Global Labor Organization (GLO)*.
2019–2024 **Member**, *Young Academy Groningen*.

Research Affiliations

- 2014–present **Non-resident Fellow**, *The Brookings Institution*.
2018–present **Research Fellow**, *Institute of Labor Economics (IZA)*.
2020–2024 **Non-Resident Fellow**, *Bruegel*.
2018–present **Fellow**, *Global Labor Organization (GLO)*.
2018–present **Research Fellow**, *FEBRI Research Institute*, University of Groningen.
2016–present **Research Fellow**, *Central European Labour Studies Institute (CELSI)*.

Education

- 2014 **Ph.D. in Public Policy**, *University of Maryland*, College Park, MD, USA.
2011 **M.A. in Public Policy**, *The American University*, Washington, DC, USA.
2008 **B.A. in Economics**, *Gettysburg College*, Gettysburg, PA, USA, *summa cum laude*.

Selected Professional Training

- 2023 Academic Leadership II; Active Bystander Training
2022 Supervising PhD Students
2019 University Teaching Qualification (UTQ), University of Groningen

Past Employment

- Dec. 2020–Feb. 2023 **Rosalind Franklin Fellow/Associate Professor**, *University of Groningen, Faculty of Economics and Business, Global Economics & Management*, The Netherlands.
- Jan. 2018–Nov. 2020 **Rosalind Franklin Fellow/Assistant Professor**, *University of Groningen, Faculty of Economics and Business, Global Economics & Management*, The Netherlands.
- Sept. 2014–Dec. 2017 **Research Associate**, *Institute of Labor Economics (IZA)*, Bonn, Germany.
- Sept. 2012–May 2014 **Nonresident Researcher**, *Global Economy and Development Program, The Brookings Institution*, Washington, DC, USA.
- Jan. 2010–May 2011 **Emerging Scholar**, *Center on Nonprofits and Philanthropy, The Urban Institute*, Washington, DC, USA.
- Jun. 2008–May 2009 **Policy Analyst**, *Applied Public Policy Research Institute for Study and Evaluation*, Princeton, NJ, USA.

Past Editorial Service

- 2019–2023 **Section Editor**, *Welfare, Well-being and Happiness*, Springer Handbook of Labor, Human Resources and Population Economics, Editor: K.F. Zimmermann.
- 2019–2022 **Co-Editor**, *Journal of Happiness Studies (Economics)*.
- 2019–2022 **Associate Editor**, *Journal of Population Economics*.
- 2019–2022 **Associate Editor**, *International Review of Economics*.
- 2014–2016 **Managing Editor**, *Journal of Population Economics*.

Publications

Refereed Journal Articles (27)

- 2025 Just another cog in the machine? A worker-level view of robotization and tasks, *Economica* (with Anthony Lepinteur and Femke Cnossen)
The Impact of Learning about AI Advancements on Trust, *Technology in Society* (with Marco Angrisani)
- 2024 Robots, Meaning, and Self-Determination, *Research Policy* (with Femke Cnossen and Boris Nikolaev)
- 2024 Echoes of the Past: The Enduring Impact of Communism on Contemporary Freedom of Speech Values, *Journal of Economic Behavior & Organization* (with Olga Popova)
- 2023 The Relationship Between Inequality and Potential Emigration: Evidence from the Gallup World Poll, *International Migration Review*
- 2023 Double-Edged Sword: Persistent Effects of Communism on Life Satisfaction and Preferences in Eastern Europe, *Journal of Population Economics* (with Olga Popova and Vladimir Otrachshenko)
- 2022 Stalin and the Origins of Mistrust, *Journal of Public Economics* (with Olga Popova and Vladimir Otrachshenko)
- 2022 COVID-19 and Entrepreneurship Entry and Exit in Russia: Opportunity Amidst Adversity, *Technology in Society* (with Olga Popova, Vladimir Otrachshenko, and Elena Tyurina)
- 2022 Being Your Boss and Bossing Others: The Moderating Effect of Supervising Others on Meaning and Autonomy for Self-Employed and Employed People, *Small Business Economics* (with Boris Nikolaev and Chris Boudreaux)

- 2021 Family Matters: Involuntary Parental Unemployment During Childhood and Subjective Well-being Later in Life, *Journal of Economic Behavior & Organization* (with Boris Nikolaev)
- 2021 Communist Party Membership and Entrepreneurship, *Small Business Economics* (with Artjoms Ivlevs and Olga Popova)
- 2021 Sometimes Your Best Just Ain't Good Enough: The Worldwide Evidence on Subjective Well-being Efficiency, *The B.E. Journal of Economic Analysis & Policy* (with Olga Popova)
- 2020 What Makes Work Meaningful and Why Economists Should Care About It, *Labour Economics* (with Femke Cnossen)
- 2020 The Perceived Well-being and Health Costs of Exiting Self-Employment, *Small Business Economics* (with Boris Nikolaev and Olga Popova)
- 2019 Switching to Self-Employment Can Be Good for Your Health, *Journal of Business Venturing*
- 2019 Emigration, Remittances, and the Subjective Well-being of Those Staying Behind, *Journal of Population Economics* (with A. Ivlevs and Carol Graham)
- 2019 Your Spouse Is Fired! How Much Do You Care?, *Journal of Population Economics* (with S. Ayhan)
- 2017 Suffrage, Labour Markets, and Coalitions in Colonial Virginia, *European Journal of Political Economy* (with Elena Nikolova)
- 2017 Left Behind but Doing Good? Civic Engagement in Two Post-Socialist Countries, *Journal of Comparative Economics* (with Monica Roman and Klaus F. Zimmermann)
- 2017 Does Joining the EU Make You Happy? Evidence from Central and Eastern Europe, *Journal of Happiness Studies* (with Boris Nikolaev)
- 2016 Minding the Happiness Gap: Political Institutions and Perceived Quality of Life in Transition, *European Journal of Political Economy*
- 2015 In Transit: The Well-being of Migrants from Transition and Post-Transition Countries, *Journal of Economic Behavior & Organization* (with Carol Graham)
- 2015 Bentham or Aristotle in the Development Process? An Empirical Investigation of Capabilities and Subjective Well-being, *World Development* (with Carol Graham)
- 2015 Government Funding of Private Voluntary Organizations: Is There a Crowding-Out Effect?, *Nonprofit and Voluntary Sector Quarterly*
- 2014 Employment, Late-Life Work, Retirement, and Well-being in Europe and the United States, *IZA Journal of European Labor Studies* (with Carol Graham)
- 2014 Principals and Agents: An Investigation of Executive Compensation in Human Service Nonprofits, *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*
- 2013 Does Access to Information Technology Make People Happier? Insights from Well-Being Surveys from Around the World, *The Journal of Socio-Economics* (with Carol Graham)

Book Chapters (6)

- 2025 (forthcoming) Work Orientations and Economics, in M. Nikolova (Ed.), *Work Meaning and Motivation: Interdisciplinary Perspectives on Work Well-being*, Springer.
- 2022 The Economics of Happiness, In K.F. Zimmermann (Ed.), *Springer Handbook of Labor, Human Resources and Population Economics*, Cham: Springer International Publishing (with Carol Graham)

- 2018 Happiness and International Migration in Latin America, In J.F. Helliwell, R. Layard, & J. Sachs (Eds.), *World Happiness Report 2018*, New York, NY: Sustainable Development Solutions Network (with Carol Graham)
- 2018 Happiness: Using Subjective Well-being Metrics to Gauge Development, In *Routledge Handbook of Development Ethics*, New York, NY: Routledge
- 2014 Nonprofit Advocacy in the Nation's Capital, In *Nonprofits and Advocacy*, Baltimore, MD: The Johns Hopkins University Press (with Carol DeVita and Katie L. Roeger)
- 2014 Shaping the Government-Nonprofit Partnership: Direct and Indirect Advocacy, In *Nonprofits and Advocacy*, Baltimore, MD: The Johns Hopkins University Press (with Elizabeth T. Boris and Matthew Marronick)

Policy Reports & Research Papers (6)

- 2022 Migration intentions and inequality, Deliverable D5.1 report for the European Commission, part of the GI-NI H2020 Project Consortium
- 2017 Chapter 1.2 Migration. What Will Move Talent? in Randstad Report "People to Jobs, Jobs to People"
- 2015 Migrant Well-being after Leaving Transition Economies. *IZA World of Labor*: 195, DOI:10.15185/izawol.195
- 2010 Human Service Nonprofits and Government Collaboration: Findings from the 2010 National Survey of Nonprofit Government Contracting and Grants. Washington, DC: The Urban Institute Press (with Elizabeth T. Boris, Erwin Leon, and Katie L. Roeger)
- 2010 National Study of Nonprofit-Government Contracting: State Profiles. Washington, DC: The Urban Institute Press (with Elizabeth T. Boris, Erwin Leon, and Katie L. Roeger)
- 2010 Contracts and Grants between Human Service Nonprofits and Governments. Washington, DC: The Urban Institute Press (with Elizabeth T. Boris, Erwin Leon, and Katie L. Roeger)

Work in Progress

- Entrepreneurship and AI, (with Juliette de Wit), Revise & Resubmit
- The influence of work orientations on effort and turnover, (with Juliette de Wit), Submitted
- Gini who? The relationship between inequality perceptions and life satisfaction (with Daniele Marchesi and Viola Angelini), Revise & Resubmit, *Journal of Economic Inequality*
- The societal costs of inflation and unemployment (with Sarah Grace See, Olga Popova, Vladimir Otrachshenko), Revise & Resubmit, *Oxford Economic Papers*
- Beyond labor as disutility: A model of meaning and effort (with Femke Cnossen), Submitted, *Journal of Behavioral and Experimental Economics*

Ph.D. Student Supervision & Committees

Supervision (main/co-supervision)

- 2017–2022 Femke Cnossen, University of Groningen (co-supervised with Robert Inklaar & Steven Brakman)
- 2019–2024 Robin Konietzny, University of Groningen, PhD Scholarship Student (co-supervised with Bart Los)
- 2020–2024 Stefan Sliwa, University of Groningen, PhD Scholarship Student (co-supervised with Lukas Linsi & Viola Angelini)
- 2021–2025 (exp.) Daniele Marchesi, University of Groningen, PhD Scholarship Student (co-supervised with Viola Angelini)

- 2023–2027 (exp.) Viliana Milanova, University of Groningen, PhD Scholarship Student (co-supervised with Feicheng Wang)
- 2023–2027 (exp.) Pawani Dasgupta, University of Groningen, PhD Scholarship Student (co-supervised with Juliette de Wit & Maite Lameris)

Examination Committees

Member of Ph.D. examination committees at the University of Groningen: Johannes Kleinhempel (2019), Aobo Jiang (2020), Juliette de Wit (2021), Nikolaos Terzidis (2021), Slavek Roller (2023), Jasmira Wiersma (2023), Eda Aral (2024), Titissari Rumbogo (2024), Arlinde Vrooman (2024), Tobias Grohmann (2024), Thanasis Ziogas (2024), Hagen Kruse (2024), Ibrahim Shaheen (2024), Hanna Sakhno (2025), Wout de Vries (2025), Saif Elayan (2025).

External Opponent/Examiner

Ujjwal Das, University of Leeds (Oct 11, 2019); Nasir Rajah, University of Leeds (Jan 23, 2020); Henrik Schwabe, University of Oslo (Dec 18, 2020).

--- **Teaching**

PhD and Research Master

Academic Writing: Proposals & Papers, University of Groningen (2024–present)

Master-level

Globalization Debates, Course Coordinator & Lecturer, University of Groningen (2019–present)

Artificial Intelligence: A Multifaceted Perspective, Lecturer, University of Groningen (2024–present)

Bachelor-level

Honours Professionalization Seminar, Course Coordinator & Lecturer, University of Groningen (2023–present)

Global Political Economy, Course Coordinator & Lecturer, University of Groningen (2019–2023)

Research Paper for Economics and Business Economics, Instructor, University of Groningen (2018–2019)

Honours College Research Seminar II, Instructor, University of Groningen (2019, 2020, 2022, 2023)

Other Teaching Experience

Guest Lecturer, University College Winter School, University of Groningen (2020)

Statistics, Lecturer, Online Master of Public Administration and Policy, American University, Washington, DC (Spring 2017)

Development Economics, Lecturer, University of Bonn Summer School in Development Policy (Aug 2017)

The Business Environment in Transition Countries, Lecturer, European Business School, Wiesbaden (June 2016)

Development Challenges, Teaching Assistant (Instructor), University of Maryland, College Park (Spring 2014)

Philanthropy, Teaching Assistant (Instructor), University of Maryland, College Park (2011–2012)

Economics, Teaching Assistant (Instructor), Gettysburg College (2006–2007)

Mathematics, Grader and Teaching Assistant, Gettysburg College (2005–2006)

Grants and Funding

Research Grants

- 2025 Project "Technological Change and Workers' Safety," Lloyd's Register Foundation, Role: PI, 50,000 EUR
- 2025 Project "In AI We Trust?", Institute for Humane Studies (IHS), George Mason University, Role: PI, 1,000 EUR
- 2025 Project "Machines and Meaning: Work Meaningfulness in the Age of AI," IHS, Role: PI, 14,000 USD
- 2024 Horizon Europe Project "EQUICARES," 2024–2028, Role: Participant, RUG share: 490,000 EUR (FEB approx. 60,000 EUR)
- 2024 Project "In AI We Trust?", IHS, Role: PI, 35,000 USD
- 2024 JTS Grassroots Grant, Jantina Tammes School, with F. Wang & V. Milanova, Role: PI, 4,000 EUR
- 2023 Project "The Great Resignation, Quiet Quitting, and Work Orientations," Dutch Research Council (NWO), Role: PI, 50,000 EUR
- 2023 Project "Just Another Cog in the Machine? A Worker-level View of Robotization and Tasks," IHS, Role: PI, 2,300 USD
- 2022–2023 Project "Do Communism and Past Political Repression Durably Shape Free Speech Opinions?", IHS, Role: PI, 21,300 USD + 750 USD supplement
- 2022 Incentive Fund for Interdisciplinary Projects, University of Groningen, with F. Cnossen & R. Rijnks, Role: PI, 4,000 EUR
- 2022 Aletta Health Grant, Aletta Jacobs School of Public Health, University of Groningen, with R. Rijnks, Role: Co-PI, 2,500 EUR
- 2020 H2020 Project "Growing Inequality: A Novel Integration of Technological, Globalization and Migration Transformations Research (GI-NI)," Role: Participant, wrote Task 5.1 description and executed Deliverable 5.1
- 2020–2024 Young Academy Groningen Interdisciplinary PhD student project (joint with L. Linsi), Role: Co-Applicant, approx. 212,000 EUR

Other Grants

- 2024 Open Science NL Meetings, NWO, Role: PI, 1,500 EUR
- 2024 Teaching Innovation Grant, redesign of "Globalization Debates," University of Groningen, Role: PI
- 2024 Accelerator Grant, Faculty of Economics and Business, University of Groningen, Role: PI
- 2022 Teaching Innovation Grant, new Honours Bachelor course "Connecting Research with Practice," University of Groningen, Role: Co-Applicant
- 2021 Teaching Innovation Grant, redesign of "Global Political Economy," University of Groningen, Role: PI
- 2019 Erasmus+ Staff Mobility Grant, Role: PI, approx. 500 EUR

Fellowships & Scholarships

- 2018 Visiting Fellowship, IOS Regensburg, Role: PI, 1,500 EUR + accommodation
- 2012 The Hayek Fund for Scholars, IHS, Role: PI, 250 USD
- 2012 Emerging Scholar Award, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Role: PI, 1,400 USD

- 2011–2013 Dean's Fellowship, University of Maryland, School of Public Policy, Full tuition remission + 40,000 USD stipend
- 2009–2011 Merit Honor Award, American University, School of Public Affairs, Full tuition remission + 20,000 USD stipend
- 2004–2008 Full Academic Scholarship, Gettysburg College, full tuition remission + all living expenses

--- **Honors and Awards**

Research and Professional Awards

- 2025 Springer Nature Editorial Contribution Award and Author Service Award, *Journal of Population Economics*
- 2023 USERN Prize, Runner-up (Top 5)
- 2021 Research Fellow Award, International Society for Quality of Life Studies (ISQOLS)
- 2018 Rosalind Franklin Fellowship, University of Groningen
- 2020, 2019 Outstanding Junior Researcher Award, SOM, University of Groningen, Runner-up
- 2019, 2015 Ruut Veenhoven Award, Runner-up
- 2014 Certificate of Excellence in Reviewing, *Journal of Economic Behavior & Organization*

Undergraduate Honors

- 2008 Economics Department Graduation Banner Carrier, Gettysburg College
- 2008 Outstanding Honors Thesis Award, Gettysburg College
- 2008 Eisenhower Society/R.M. Hoffman Family Memorial Prize in Economics, Gettysburg College
- 2007 Outstanding Student Award, Financial Executives International, PA Chapter
- 2007 Phi Beta Kappa Honor Society
- 2007 Railing Fellowship, Department of Economics, Gettysburg College
- 2006 James Boyd Hartzell Memorial Award in Economics, Gettysburg College

--- **Selected Professional & Academic Service**

- University of Groningen Steering Committee, Centre for Public Health in Economics and Business (2021–2022); Honours Bachelor Programme Committee (2019–2021); Hiring Committee, Tenure Track GEM (2019); Aletta Jacobs Professorship Nomination Committee (2025); Nomination Committee Bijz. Hgl Circulaire Regionale Ontwikkeling, FEB/FRW (2023); ACIP External Member (x2); Reviewer, FEBRI Accelerator Grants & PhD Proposals
- External Service NWO Veni Selection Committee (2022–2023); Reviewer for Palgrave Macmillan, Springer Books, National Science Centre (Poland), National Science Foundation (Israel)
- Peer Review 100+ reviews since 2013.

--- **Conference & Workshop Organization**

- Workshop Organizer/Co-Organizer University of Groningen: *Work and Well-being* (March 21, 2024); *Automation and Well-being* (April 14, 2023, with R. Rijnks & F. Cnossen); *New Directions in the Economics and Economic Geography of Happiness* (April 13, 2023, with R. Rijnks)
- Seminar Organizer IZA Internal Seminar, Sept 2016–Dec 2017
- Session Organizer GLO/EHERO Special Sessions on Well-being, ISQOLS Annual Conference (2019, 2020, 2021, 2022, 2023, 2025)
- Committee Member ISQOLS Annual Conference, 2020

Popular Media

Blogs

- 2025 Why people mistrust AI advancements, *Brookings Institution Commentary* (with Marco Angrisani)
- 2024 How perceived inequality shapes well-being, *IZA Newsroom* (with Daniele Marchesi & Viola Angelini)
- 2024 Onderzoek: betrokkenheid wordt sterk beïnvloed door hoe werknemer baan ziet, *MeJudice*
- 2024 Robots make your work less meaningful, *Brookings Institution, Up Front* (with Femke Cnossen & Boris Nikolaev)
- 2024 Loud or quiet quitting in the Dutch labor market? The influence of work orientations on effort and turnover, *FEB Blog*
- 2022 Can working solo be good for entrepreneurs?, *Bruegel Blog*
- 2022 Inequality and emigration intentions, *GI-NI Research Blog*
- 2022 Past political repression creates long-lasting mistrust, *Brookings Institution, Up Front* (with Olga Popova & Vladimir Otrachshenko)
- 2021 Testing times, *FEB Lecturer's Blog, University of Groningen*
- 2021 Self-employment, COVID-19, and the future of work for knowledge workers, *Bruegel Blog*
- 2020 Losing your own business is worse than losing a salaried job, *Brookings Institution, Up Front* (with Boris Nikolaev & Olga Popova)
- 2020 What makes a job meaningful?, *Brookings Institution, Up Front* (with Femke Cnossen)
- 2020 Former Communist Party membership and present-day entrepreneurship, *VoxEU* (with A. Ivlevs & Olga Popova)
- 2019 Self-employment can be good for your health, *Brookings Institution, Up Front*
- 2018 International migration: What happens to those left behind?, *Brookings Institution, Future Development* (with Carol Graham & A. Ivlevs)
- 2018 How having unemployed parents affects children's future well-being, *Brookings Institution, Up Front* (with Boris Nikolaev)
- 2018 How much will your spouse suffer if you become unemployed?, *Brookings Institution, Future Development* (with S. Ayhan)
- 2016 Can European integration increase people's life satisfaction?, *Brookings Institution, Up Front* (with Boris Nikolaev)
- 2016 Two solutions to the challenges of population aging, *Brookings Institution, Up Front & IZA Newsroom*
- 2016 Migration may benefit those at home in Bulgaria and Romania, *Gallup Blog* (with M. Roman & K.F. Zimmermann)
- 2014 Can migration boost incomes, happiness, and freedom satisfaction?, *Brookings Institution, Up Front & IZA Newsroom* (with Carol Graham)
- 2014 Why aging and working makes us happy in 4 charts, *Brookings Institution, Up Front & IZA Newsroom* (with Carol Graham)

Selected Media & Outreach

- 2025 **Financial Times**, "Working with robots often carries mental strain, studies find"
- 2025 **VNO-NCW Forum**, "De arbeidsmarkt van de toekomst: zo maken we de juiste keuzes"

- 2024 **The Economist**, “Machines might not take your job but they could make it worse”
- 2024 **NRC Handelsblad**, feature on industrialisation, robotisation, and well-being
- 2024 **UWV**, “AI en arbeidsmarkt: technologie als brug naar gelijke kennis”
- 2024 **ESB Berichten**, article on robotisation and work
- 2024 **Chronicle of Higher Education**, “It Not All About the Money”
- 2024 **The Times** (Raconteur Special Report, “AI for Business”) lead article: “Will AI free employees or crush meaningful work?”
- 2021 **France 24, People and Profit**, TV interview: “Can the self-employed teach us lessons about organising remote work?”
- 2018 **Forbes**, “Becoming Your Own Boss Appears to Be Good for Your Health”
- 2014 **The Washington Post**, “The Happiness Curve”

Selected Research Visits

- 2024 University of Oslo, April
- 2021 Visiting Professorship, University of Johannesburg (remote due to COVID), Feb–Mar
- 2019 Visiting Fellowship, IOS Regensburg, July
- 2014–2017 Research Associate, IZA – Institute of Labor Economics, Bonn (residential position)
- 2012–2014 Non-resident Researcher, Brookings Institution, Washington, DC

Conference and Workshop Presentations

- 2008–2025 40+ workshop and conference presentations, including 25+ invited talks and 4 keynote lectures:
- 2025 Keynote Lecture, FEBRI PhD Conference, University of Groningen
- 2024 Keynote Lecture, GLO Conference
- 2024 Keynote Lecture, Workshop on Green and Digital Transformations: Skills, Jobs and Policy, University of Ferrara, Italy
- 2019 Keynote Lecture, ICAS 2019 Conference, The Bucharest University of Economic Studies, Romania

Skills

Languages

Bulgarian (native), English (fluent), Dutch (supposed to be C1, inburgeringsdiploma), German (Level C1 but very rusty, Goethe Institute Certificate), Russian (basic)

Software

Stata, L^AT_EX, SPSS (basic)