

CURRICULUM VITAE

Name: Bruce Stephen Shearer

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E-mail: Bruce.Shearer@Ecn.Ulaval.Ca

Nationality: Canadian

Date of Birth: 20 October 1961

Place of Birth: Ann Arbor, Michigan, U.S.A.

Languages: English, French

Professional Affiliations:

Chercheur régulier, Centre interuniversitaire sur le risque, les politiques économique et l'emploi (CIRPÉE) (Director of the research group: Labour Demand and Contracts 2002-2008).

Research fellow, Institute for the Study of Labor (IZA).

Associate Fellow, Centre interuniversitaire de recherche en analyse des organisations, (CIRANO)

Education:

Ph.D 1994, Queen's University, Economics.

Fields of Specialisation: Labour Economics, Econometrics

Thesis Title: *Empirical Models of Labour Market Incentives: Applications to the Britannia Copper Mine*

Supervisors: Charles Beach, Christopher Ferrall

M.A. 1989, Queen's University, Economics.

Master's Essay: *A Model of Gift Giving in the Labour Market*

Supervisor: Lorne Carmichael

Qualifying Year in Economics, Simon Fraser University, 1986-87.

B.A. 1984, University of British Columbia, Sociology

Academic Positions

- 2004 – Full Professor, Département d'économique, Université Laval
2010 (March) Visiting Scholar, University of Southampton (England)
2010 (April) Visiting Scholar, Université Paris I Panthéon-Sorbonne
2009 (February-April) Visiting Scholar, Université Paris I Panthéon-Sorbonne
2000 – 2001 Visiting Scholar, CREST, INSEE, France
2001 Visiting Scholar, Université Lille II, France
2000 Visiting Scholar, Département d'économique, Université de Montréal
1999 – 2004 Associate Professor, Département d'économique, Université Laval
1993 – 1999 Assistant Professor, Département d'économique, Université Laval
1992 – 1993 Lecturer, Economics Department, Queen's University

Publications

- “On the Relevance and Composition of Gifts within the Firm: Evidence from Field Experiments” *International Economic Review*. Volume 52 (2011), No. 3, pp. 855–882. With Charles Bellemare, Université Laval.
- “Sorting Incentives and Risk Preferences: Evidence from a Field Experiment,” *Economics Letters*, volume 108, no 3 (2010), pp. 345-348. With Charles Bellemare, Université Laval.
- “Peer Pressure, Incentives, and Gender: An Experimental Analysis of Motivation in the Workplace.” *Labour Economics*. Volume 17 (2010), pp. 276-283 With Charles Bellemare et Patrick Lepage, Université Laval.
- “The Response to Incentives and Contractual Efficiency: Evidence from a Field Experiment,” *European Economic Review*, Volume 53, Issue 5 (July 2009): 481–494, with Harry Paarsch, University of Iowa.
- “Gift Giving and Worker Productivity: Evidence from a Firm Level Experiment,” *Games and Economic Behaviour*. Volume 67 (2008), pp. 233-244, with Charles Bellemare, Université Laval.
- “Physicians' Multitasking and Incentives: Empirical Evidence from a Natural Experiment,” *Journal of Health Economics*. Volume 27, no 6 (2008), pp. 1436-1450 , with Étienne Dumont, Bernard Fortin and Nicolas Jacquemet.
- “Policy Analysis in the Health-Services Market: Accounting for Quality and Quantity,” *Annales d'Économie et Statistique*. Volume 91-92 (2008), pp. 293-

319. With Bernard Fortin, Université Laval and Nicolas Jacquemet, Université Paris I.

“Do Women React Differently to Incentives: Evidence from Experimental Data and Payroll Records”, *European Economic Review*, Vol. 51, no 7, 2007: 1682-1707, with Harry Paarsch, University of Iowa.

”Piece Rates, Fixed Wages and Incentives: Evidence from a Field Experiment.” *Review of Economic Studies*, Volume 71, Number 2, April, 2004: 513–534.

“Compensation Policy and Worker Performance: Identifying Incentive Effects from Field Experiments.” *Journal of the European Economic Association*, Volume 1, Number 2-3, April-May, 2003: 503–511.

“Work Sharing and Productivity: Evidence from Firm Level Data” *Applied Economics*, Volume 33, 2001: 1213–1220, with Paul Lanoie, HEC-Montréal and François Raymond, Cirano.

“Piece Rates, Fixed Wages and Incentive Effects: Statistical Evidence from Payroll Records.” *International Economic Review*, Volume 41, Number 1, February 2000: 59–92. With Harry Paarsch, University of Iowa.

“The Response of Worker Effort to Piece Rates: Evidence from the British Columbia Tree-Planting Industry.” *Journal of Human Resources*, Volume 34, Number 4, Fall 1999: 643–667. With Harry Paarsch, University of Iowa.

“Incentives and Transactions Costs within the Firm: Estimating an Agency Model using Payroll Records.” *The Review of Economic Studies*, (1999) 66:309–338. With Christopher Ferrall, Queen’s University.

“Piece Rates, Principal-Agent Models, and Productivity Profiles: Parametric and Semi-Parametric Evidence.” *Journal of Human Resources*, Volume 31, Number 2, Spring 1996.

“Pay-for-Performance in Mining: An Analysis of Historical Data on Production Bonuses” *CRS Perspectives*, September/October 1993, Number 46: 2–12. With Christopher Ferrall, Queen’s University.

Revise and Resubmit

“Risk Preferences, Contracts and Returns to Matching: Evidence from Payroll Records and Experiments.” With Charles Bellemare, Université Laval. *Rand Journal of Economics*

Book Chapters

“Rémunération mixte et comportement professionnel des médecins spécialistes”
Québec Économique, Forthcoming. Avec Bernard Fortin, Etienne Dumont and Nicolas Jacquemet.

Work in Progress

“Compensation, Incentives and the Practice Patterns of Physicians: Theory and Evidence from Microdata.” With Bernard Fortin, Université Laval and Nicolas Jacquemet, Université Paris I.

Strategic Behaviour and Contractual Commitment: Experimental evidence on the importance of the Ratchet Effect.” With Charles Bellemare, Université Laval.
Free riding, Friendships and Endogenous Team Formation: Experimental Evidence on the productive nature of teams.” With Charles Bellemare and Yann Bramoulé, Université Laval.

Social Preferences and Productivity: Experimental Evidence on Productivity-Based Donations to Charity.” With Michael Vlassopoulos and Mirco Tonin (University of Southampton).

Research Grants

2010-2014 – Social Science and Humanities Research Council of Canada (SSHRC) \$94,000. *Field Experiments and Personnel Policies*.

2010-2014 – Fonds Québécois de Recherche sur la Société et la Culture (FQRSC): \$394,240. *Effets de la fiscalité et des programmes sociaux sur l’efficacité économique et la justice distributive*, with Charles Bellemare, Yann Bramoullé, Jean-Yves Duclos, Bernard Fortin, Sabine Koger et Guy Lacroix, Université Laval.

2007-2011 – Social Science and Humanities Research Council of Canada (SSHRC) #CH086793: 50,000\$. *Combining Experimental and Expectations Data with Observational Data to Identify and Estimate Models of Economic Behaviour*. Principal Investigator, with Charles Bellemare, Université Laval.

2005-2009 – Fonds Québécois de Recherche sur la Société et la Culture (FQRSC): \$371,108. *Effets de la fiscalité et des programmes sociaux sur l’efficacité économique et la justice distributive*, with Charles Bellemare, Jean-Yves Duclos, Bernard Fortin et Guy Lacroix, Université Laval.

2003-2008 – Canadian Institute of Health Research (CIHR) #2-20-03331-R00-

IC077494: 127,109\$. *The Impact of Mixed Compensation on the Professional Practice of Specialist Physicians in Quebec*, with Bernard Fortin, Université Laval.

2003-2008 – Social Science and Humanities Research Council of Canada (SSHRC) #410-2003-0255: 57,994\$. *Econometrics of Labour-Market Incentive Contracts*. Principal Investigator.

2000-2004 – Fonds pour la Formation de Chercheur et l'Aide à la Recherche (FCAR) : \$240,000, with Jean-Yves Duclos, Bernard Fortin, Guy Lacroix, and Marc Van Audenrode, Université Laval.

2000 – Social Science and Humanities Research Council of Canada (SSHRC) Grants for Subventions CRSH de voyage pour conférence internationale: \$1400. Society of Labor Economics World Conference, Milan Italie.

1999-2002 – Social Science and Humanities Research Council of Canada (SSHRC) #410-99-4912: 53,600\$. *Personnel Policies and Worker Productivity: Experimental evidence and Dynamic Considerations*. Principal Investigator, with Harry Paarsch, University of Iowa.

1996-99 – FCAR #97-NC-1625: 42,000\$. *Programme établissement de nouveau chercheurs*. Principal Investigator.

1994-97 – Social Science and Humanities Research Council of Canada (SSHRC) #410-94-1263: 46,000\$. *Empirical Applications of Labour Market Incentive Models*. Principal Investigator, with Harry Paarsch, University of Western Ontario.

1996 – CIRANO: 3000\$ *Empirical Applications of Labour Market Incentive Models*. Principal Investigator.

1993 – Fonds de Démarrage en Recherche, Université Laval: 12,000\$. *Étude empirique des modèles d'incitation du marché du travail*. Principal Investigator.

1991 – Centre for Resource Studies, Queen's University: 4,800\$. *Incentives, Risk, and Optimal Extraction in the Mining Firm*, with Christopher Ferrall, Queen's University.

Conference Presentations

- Grande Confrence CIRPÉE 2010: "Mode de rémunératon et comportement professionnel des médecins du Québec." Université Laval, octobre, 2010.
- Society of Labor Economists, World Congress. London, England, June, 2010.
- KMC 2010 - Presentation on the economic evaluation of medical treatments. Eightht International Conference on Kangaroo Mother Care (KMC), International Network on KMC, Quebec City June 2010.
- Canadian Econometric Study Group, Ottawa, September, 2009.
- Société canadienne des sciences économique, St. Adèle, May, 2009.
- Tinbergen Institute, Rotterdam, Holland: "Experiments in Organizations." October, 2009.
- Conference Board of Canada: Expert Panel of Physician Productivity, Toronto, May, 2008.
- Canadian Economic Association Meetings, Halifax, June, 2007.
- Econometric Society Meetings, Chicago, U.S.A., January, 2007.
- College des Medecins du Québec: Presentation on privatization of the health system, Montreal, November, 2006.
- European Economic Association, Vienna, Austria, August, 2006.
- Canadian Economic Association, Montreal, June, 2006.
- Society of Labor Economists World Congress, San Francisco, June, 2005.
- IZA Workshop on Behavioral and Organizational Economics, Bonn, Germany, June, 2005.
- Journées du CIRPÉE, Knowlton (Québec), October, 2004.
- European Economic Association, Stockholm, Sweden, August, 2003.
- Canadian Economics Association, Ottawa, Ontario, May, 2003.
- European Economic Association, Venice, Italy, August, 2002. Plenary session.
- National Bureau of Economic Research, Boston, July, 2002.
- Stanford Institute for Theoretical Economics, Stanford University, Palo Alto, États Unis, August, 2001.
- Econometric Society, World Congress, Seattle, États Unis, August , 2000.
- Society of Labor Economics, World Conference, Milan, Italie, June, 2000. Plenary session.
- Journées de la microéconomie appliquée, Université Laval, June, 2000.

The Econometrics of Strategy and Decision Making, Cowles Foundation, Yale University, New Haven, Connecticut, May 2000.
Numerically Intensive Economic Policy Analysis, Department of Economics, Queens University, April 2000.
Journées du Créfa, Département d'économique, Université Laval, April, 2000.
Canadian Policy Networks Inc./Human Resources and Development Canada Research Workshop on workplace Practices and Productivity, Ottawa, December, 1999.
Canadian Economic Association (Toronto), May 1999.
Canadian Economic Association (Ottawa), May 1998.
American Compensation Association Research Conference (Islamorada, Florida) March 1998.
Society of Labor Economists (Washington) May 1997.
Econometric Society Winter Meetings (New Orleans) January 1997.
Journées de la Microéconomie Appliquée (Liège, Belgique) June 1996.
Canadian Economic Association (UQAM) June 1995
Econometric Society Winter Meetings (Washington) January 1995.
Canadian Economic Association (Calgary) June 1994.
Société Canadienne de Science Économique, (Ottawa) May 1994.
Meetings of the European Economic Association, (Helsinki) August 1993.
Canadian Economic Association (Charlottetown) June 1992.

Departmental Seminars

CIRANO, Montreal, December 2011;
University of Southampton, March 2010;
CREST/INSÉE, Paris, April 2009;
Université Paris I Panthéon-Sorbonne, April 2009;
Laval University, January 2009;
McGill University, December 2008;
McMaster University, October 2008;
North Carolina State University, March, 2007;
University of North Carolina/Duke University, April, 2005;
HEC-Montréal, October 2004;
Queen's University, November 2003;
Université de Toulouse, France, March 2001;
GATE, Lyons, France, November 2000;

CREST, Paris, France, October 2000;
McGill University, February 2000;
New York University, May 1999;
Université du Québec à Montréal, February 1998;
University of Toronto, December 1997;
University of Iowa, October 1997;
Université de Montréal, March 1996;
Queen's University, March 1996;
New York University, October 1995;
University of Toronto, October 1994;
Simon Fraser University, January 1993;
University of Western Ontario, January 1993;
Université de Sherbrooke, January 1993;
Université Laval, February 1993;
Université d'Ottawa, February 1993.

Professional Activities

Conference Organization

The Canadian Labour Market and Skills Researcher Network (CLSRN) Annual Conference 2010, (Québec, May 2010).
Journée CIRPÉE en Économie de la Santé, (Québec, March 2007).
Journée CIRPÉE en Microéconométrie Appliquée, (Québec, March 2005).
Journée CIRPÉE en Microéconométrie Appliquée, (Québec, March 2003).
Canadian Econometric Study Group, Québec, October, 2002.

Committee Work

President of SSHRC evaluation committee (Major Collaborative Research Initiatives) of SEDAP (Social and Economic Dimensions of an Aging Population), 2007.
Member of Ethics Committee, Université Laval, 2005.
President of SSHRC committee (Economics) for evaluating research proposals, 2002.
Member of SSHRC committee (Economics) for evaluating research proposals, 2001.

Refereeing

Refereeing for Journals

Actualité Économique
American Economic Review
Annales d'Économie et de Statistique
Canadian Journal of Economics
Canadian Public Policy
Econometrica
Economic Journal
European Economic Review
International Economic Review
International Journal of Industrial Organization
Industrial Relations
Journal of Economic Education
Journal of Labor Economics
Journal of Human Resources
Journal of Political Economy
Oxford Economic Papers
Review of Economics and Statistics
Review of Economic Studies
Review of Industrial Organization
Rand Journal of Economics
Revue Économique

Refereeing for Research-Grant Organizations

Netherlands Organisation for Scientific Research (2011)

National Science Foundation (2010).

French National Research Agency (Agence National de Recherche) "Blanc SHS 1" program (2010).

Social Science and Humanities Research Council of Canada (SSHRC).

Fonds pour la formation de chercheurs et l'aide à la recherche, (FCAR).