

# Milena Nikolova

## Curriculum Vitae

University of Groningen  
Faculty of Economics and Business  
Nettelbosje 2, 9747AE Groningen, The Netherlands  
✉ [m.v.nikolova@rug.nl](mailto:m.v.nikolova@rug.nl)  
🌐 [www.milena-nikolova.com](http://www.milena-nikolova.com)

Last Updated: May 20, 2021

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### Current Employment

2020–present **Rosalind Franklin Fellow/Associate Professor (with tenure)**, *University of Groningen, Faculty of Economics and Business, Global Economics & Management, The Netherlands.*

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### Research Affiliations

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

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### Other Positions

2019–present **Member**, *Young Academy Groningen.*  
2019–present **Policy and Research Cluster Leader, Economics of Happiness**, *Global Labor Organization (GLO).*

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### Editorial Service

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

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### Education

2014 **Ph.D. in Public Policy (International Development)**, *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.*

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### Past Positions

Jan. 2018–Nov. 2020 **Rosalind Franklin Fellow/Assistant Professor (tenure-track)**, *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.

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## Publications

### Refereed Journal Articles: 18

- 2021 Family Matters: Involuntary Parental Unemployment During Childhood and Subjective Well-being Later in Life. *Journal of Economic Behavior & Organization*, 18, 312-331 (with B. Nikolaev)
- Sometimes Your Best Just Ain't Good Enough: The Worldwide Evidence on Subjective Well-being Efficiency. *The B.E. Journal of Economic Analysis & Policy* 21(1), 83-114 (with O. Popova)
- 2020 What Makes Work Meaningful And Why Economists Should Care About It. *Labour Economics* forthcoming, DOI:10.1016/j.labeco.2020.101847 (w. F. Cnossen)
- Communist Party Membership and Entrepreneurship. *Small Business Economics* forthcoming, DOI:10.1007/s11187-020-00364-6 (with A. Ivlevs and O. Popova)
- The Perceived Well-being and Health Costs of Exiting Self-Employment. *Small Business Economics* forthcoming, DOI:10.1007/s11187-020-00374-4 (with B. Nikolaev and O. Popova)
- 2019 Switching to Self-employment Can Be Good for Your Health. *Journal of Business Venturing*, 34(4), 664-691
- Emigration, Remittances, and the Subjective Well-being of Those Staying Behind. *Journal of Population Economics*, 32(1), 113-151 (with A. Ivlevs and C. Graham)
- Your Spouse Is Fired! How Much Do You Care? *Journal of Population Economics*, 32(3), 799-844, (with S. Ayhan)
- 2017 Suffrage, Labour Markets and Coalitions in Colonial Virginia. *European Journal of Political Economy*, 49, 108-122 (with E. Nikolova)
- Left Behind but Doing Good? Civic Engagement in Two Post-socialist Countries. *Journal of Comparative Economics*, 45(3), 658-684 (with M. Roman and K.F. Zimmermann)
- Does Joining the EU Make You Happy? Evidence from Central and Eastern Europe. *Journal of Happiness Studies*, 18(6), 1593-1623 (with B. Nikolaev)
- 2016 Minding the Happiness Gap: Political Institutions and Perceived Quality of Life in Transition. *European Journal of Political Economy*, 45, 129-148
- 2015 In transit: The Well-being of Migrants from Transition and Post-transition Countries. *Journal of Economic Behavior & Organization*, 112, 164-186 (with C. Graham)
- Bentham or Aristotle in the Development Process? An Empirical Investigation of Capabilities and Subjective Well-being. *World Development*, 68, 163-179 (with C. Graham)
- Government Funding of Private Voluntary Organizations: Is There a Crowding-Out Effect? *Nonprofit and Voluntary Sector Quarterly*, 44(3), 487-509
- 2014 Employment, Late-Life Work, Retirement, and Well-being in Europe and the United States. *IZA Journal of European Labor Studies*, 3(5), 1-30 (with C. Graham)

Principals and Agents: An Investigation of Executive Compensation in Human Service Nonprofits. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 25(3), 679-706

- 2013 Does Access to Information Technology Make People Happier? Insights from Well-Being Surveys from around the World. *The Journal of Socio-Economics*, 44, 126-139 (with C. Graham)

#### **Book Chapters: 5**

- 2020 The Economics of Happiness. In K.F. Zimmermann (Ed.), *Springer Handbook of Labor, Human Resources and Population Economics*. Cham: Springer International Publishing, (with C. Graham), DOI : [https://doi.org/10.1007/978-3-319-57365-6\\_177-1](https://doi.org/10.1007/978-3-319-57365-6_177-1)
- 2018 Happiness and International Migration in Latin America. In J. F. Helliwell, R. Layard, & J. Sachs (Eds.), *World Happiness Report 2018* (pp. 88-113). New York, NY: Sustainable Development Solutions Network (with C. Graham)
- 2018 Happiness: Using Subjective Well-being Metrics to Gauge Development. In *Routledge Handbook of Development Ethics*, (Drydyk, J. and Keleher, L., Eds.), (pp. 84-92). New York, NY: Routledge, Available as a working paper as: IZA DP 10088.
- 2014 Nonprofit Advocacy in the Nation's Capital. In *Nonprofits and Advocacy*, (In Pekkanen, R., Smith, S. R., & Tsujinaka, Y., Eds.), (pp. 66-84). Baltimore, MD: The Johns Hopkins University Press (with C. DeVita and K.L. Roeger)
- 2014 Shaping the Government-Nonprofit Partnership: Direct and Indirect Advocacy. In *Nonprofits and Advocacy*, (In Pekkanen, R., Smith, S. R., & Tsujinaka, Y., Eds.), (pp. 66-84). Baltimore, MD: The Johns Hopkins University Press (with E.T. Boris and M. Marronick)

#### **Research Reports & Policy Papers**

- 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 E.T. Boris, E. Leon, and K.L. Roeger)
- 2010 National Study of Nonprofit-Government Contracting: State Profiles. Washington, DC: The Urban Institute Press (with E.T. Boris, E. Leon, and K.L. Roeger)
- 2010 Contracts and Grants between Human Service Nonprofits and Governments. Washington, DC: The Urban Institute Press (with E.T. Boris, E. Leon, and K.L. Roeger)

#### **Work in Progress**

Stalin and the Origins of Mistrust (with O. Popova and V. Otrachshenko), GLO and IZA Discussion Paper, Revisions Requested: *Journal of Public Economics*

Being your boss and bossing others: The moderating effect of supervising others on meaning and autonomy for self-employed and employed people (with B. Nikolaev and C. Boudreaux), Revisions Requested: *Small Business Economics*

Double-Edged Sword: Persistent Effects of Communism on Life Satisfaction in Eastern Europe (with O. Popova and V. Otrachshenko), Revisions Requested: *Journal of Economic History*

Beyond Labour as Disutility: A Model of Meaning and Effort (with F. Cnossen and F. Martela)

Work meaningfulness and automation (with F. Cnossen and B. Nikolaev)

The Entrepreneurial Happiness Premium Across Countries (with J. Kleinhempel)

### **Blogs**

- 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. The Brookings Institution's UP FRONT blog (with B. Nikolaev & O. Popova)
- What makes a job meaningful? The Brookings Institution's UP FRONT blog (with F. Cnossen)
- Former Communist Party membership and present-day entrepreneurship. VOXEU (with A. Ivlevs & O. Popova)
- 2019 Self-employment Can Be Good for Your Health. The Brookings Institution's UP FRONT blog
- 2018 International Migration: What Happens to Those Left Behind? The Brookings Institution's Future Development blog (with C. Graham & A. Ivlevs)
- How Having Unemployed Parents Affects Children's Future Well-being. The Brookings Institution's UP FRONT blog (with B. Nikolaev)
- How Much Will Your Spouse Suffer If You Become Unemployed? The Brookings Institution's Future Development blog (with S. Ayhan)
- 2016 Can European Integration Increase People's Life Satisfaction? The Brookings Institution's UP FRONT blog (with B. Nikolaev)
- Two Solutions to the Challenges of Population Aging. The Brookings Institution's UP FRONT blog and IZA Newsroom
- Migration May Benefit Those at Home in Bulgaria, Romania. The Gallup blog (with M. Roman and K.F. Zimmermann)
- 2014 Can Migration Boost Incomes, Happiness, and Freedom Satisfaction? The Brookings Institution's UP FRONT blog and IZA Newsroom (with C. Graham)
- Why Aging and Working Makes us Happy in 4 Charts. The Brookings Institution's UP FRONT blog and IZA Newsroom (with C. Graham)

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### **Awards and Grants**

- 2020 Participant in H2020 Project "Growing Inequality: a Novel Integration of technological, globalization and migration transformations research (GI-NI)", 2021-2024, Total budget: 3 million EUR, RUG funding: 380,000 EUR, PI RUG: Bart Los
- Funding from the Young Academy Groningen for an Interdisciplinary Ph.D. student position (joint with Lukas Linsi), 2020-2024
- Visiting Professorship, University of Johannesburg, starting in February 2021, remotely, due to COVID-19
- Nominated for the Outstanding Junior Researcher Award, SOM, RUG
- 2019 Nominated for the Outstanding Junior Researcher Award, SOM, RUG
- 2019 Erasmus+ Staff Mobility Grant, approx. 500 EUR
- 2019 Nominated for the Ruut Veenhoven Award
- 2018 Rosalind Franklin Fellowship, University of Groningen
- 2018 Visiting Fellowship, IOS Regensburg, 1,500 EUR + accommodation
- 2015 Nominated for the Ruut Veenhoven Award
- 2014 Certificate in Excellence in Reviewing, *Journal of Economic Behavior & Organization*
- 2013–2014 Graduate Assistantship, School of Public Policy, University of Maryland

- 2012 The Hayek Fund for Scholars Award, Institute for Humane Studies, 250 USD
- 2012 Emerging Scholar Award, Association for Research on Nonprofit Organizations and Voluntary Action, 1,400 USD
- 2011–2013 Dean’s Fellowship, School of Public Policy, University of Maryland, Full tuition remission + 40,000 USD living stipend (20,000 USD for 2 years)
- 2009–2011 Merit Honor Award, School of Public Affairs, American University, Full tuition remission + 20,000 USD living stipend (10,000 USD for 2 years)
- 2004–2008 Full Academic Scholarship, Gettysburg College, Full tuition remission + all living expenses covered
- 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
- 2007 Railing Fellow, Department of Economics, Gettysburg College
- 2006 James Boyd Hartzell Memorial Award in Economics, Gettysburg College

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## Selected Research Visits

- 2021 Visiting Professorship, University of Johannesburg, February-March, 2021
- 2020 The Brookings Institution, March, 2020, Cancelled due to COVID-19
- 2020 IZA Bonn, March, 2020, Cancelled due to COVID-19
- 2019 Visiting Fellowship, IOS Regensburg, July 2019

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## Invited Talks

- 2021 School of Slavonic and East European Studies, UCL (February 5)
- 2020 International Political Economy Colloquium, University of Groningen (March 10); Brookings Institution (April 2, cancelled due to COVID-19), UWE Bristol (December 9)
- 2019 Corvinus University (February 19); Bucharest University of Economic Studies (keynote speech) (June 7); University of Groningen Centre of Entrepreneurship (June 24); Leibnitz Institute for East and Southeast European Studies (IOS), Regensburg, Germany (July 23); University of Groningen, Exploring Entrepreneurship Summer School (August 22); University of Groningen PEGDECH Seminar (September 11); Free University Berlin (November 14)
- 2018 Friedrich Ebert Stiftung, Meeting of Fellowship Recipients, Würzburg, Germany (March 20); European Business School, Wiesbaden, Germany (April 11); University of Groningen (June 21); Leibnitz Institute for East and Southeast European Studies (IOS), Regensburg, Germany (July 17); Centraal Planbureau, The Netherlands (September 18); Leeds University Business School (November 7), Erasmus University Rotterdam, The Netherlands (November 14)
- 2017 Max Planck Institute for Research on Collective Goods, Bonn, Germany (March 22); Stockholm Institute of Transition Economics (SITE) (October 10)
- 2016 Leibnitz Institute for East and Southeast European Studies (IOS), Regensburg, Germany (January 26), Tinbergen Institute, Erasmus University Rotterdam, The Netherlands (February 1)

- 2015 Oxford College of Emory University, Convington, GA (March 17); Temple University Department of Economics, Philadelphia, PA (March 20)
- 2014 DC Political Economy Seminar Series, Inter-American Development Bank, Washington, DC (with C. Graham, S. Chattopadhyay and L. Goff) (March 28)
- 2013 Development Circle, University of Maryland, College Park, MD (October 23); Brookings-IZA Roundtable Discussion for the Launch of "International Handbook on the Economics of Migration," Washington, DC (November 20)

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## Conference & Workshop Participation

- 2021 International Society for Quality of Life Studies (ISQOLS), virtual (August 23-27); European Society for Population Economics (ESPE), virtual (June 17-19); European Public Choice Society (EPCS), virtual (April 21-22); Markets and Institutions in Eastern & Central Europe, WEast Conference, virtual (March 12-13); American Economic Association Annual Meeting (ASSA), virtual (January 3-5)
- 2020 International Society for Quality of Life Studies (ISQOLS), GLO/EHERO Special Sessions, virtual (September 25); European Economic Association Annual Meeting, virtual (August 24-27)
- 2019 Psychological Perspectives on Entrepreneurship, University of Groningen (October 30-31); International Society for Quality of Life Studies (ISQOLS) Annual Conference, Granada, Spain (September 4-8); European Society for Population Economics (ESPE) Annual Conference, Bath UK (June 20-22)
- 2018 EBES Conference, Berlin, Germany (May 23-25)
- 2017 European Happiness Days, Rotterdam, The Netherlands (March 20-22); Entrepreneurship & Well-being Workshop, Steninge, Sweden (June 1-4); EALE 2017, St. Gallen, Switzerland (September 21-23)  
Well-being Workshop, The Brookings Institution, Washington, DC (May 25-26)
- 2016 Happiness Conference, Rome, Italy (March 15-16)  
Well-being Workshop, The Brookings Institution, Washington, DC (May 19-20)  
IOS Summer Academy, Tutzing, Germany (June 15-17)  
EACES Conference, Regensburg, Germany (September 8-10)  
Workshop on Subjective Survey Data in Labour Market Research, Trier, Germany (October 7-8)
- 2015 Annual Meetings of the Public Choice Society, San Antonio, TX (March 12-15)  
IZA/SOLE Transatlantic Meeting Buch/Ammersee, Germany (July 2-5)  
ISQOLS Annual Conference, Phoenix, Arizona (October 15-17)  
Human Dignity and Human Development Conference, Notre Dame, IN (October 22-24)
- 2014 2nd NEUJOBS Validation Event, Bonn, Germany (April 9-11)  
APPAM International Conference, Segovia, Spain (September 28-30)  
EUBORDERREGIONS Conference, Tartu, Estonia (November 27-28)
- 2012 ARNOVA Annual Conference, Indianapolis, IN (November 27-28)  
APPAM Annual Conference, Baltimore, MD (November 8-10)
- 2011 APPAM Annual Conference, Washington, DC (November 3-5)
- 2010 ARNOVA Annual Conference, Alexandria, VA (November 18-20)
- 2008 Annual Conference for Undergraduate Women in Math, Lincoln, NE (February 7-8)

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## Professional Service

- University of Groningen Member of the Steering Committee Centre for Public Health in Economics and Business (since 2021); Member of the Honours Bachelor Programme Committee (Since 2019); Hiring Committee, Tenure Track Assistant Professorship, Global Economics and Management (Fall 2019); Academic Coördinator, Double Degree Master Central-East European Economies with Corvinus University (Hungary) (since 2018)
- Co-organizer GLO/EHERO Special Sessions on Well-being, ISQOLS Annual Conference (2019, 2020, 2021); Groningen Growth and Development Center Conference Session (2020)
- Scientific Committee Member 18th ISQOLS Annual Conference, (25-28, August 2020)
- Seminar Organizer IZA Internal Seminar (Sept. 2016-Dec. 2017)
- 101 peer reviews since 2013 Journal of Economic Behavior & Organization; Journal of Population Economics; Journal of Regional Science; Nonprofit & Voluntary Sector Quarterly; IZA Journal of Migration; IZA World Of Labor; International Review of Economics; Journal of Economic Psychology; PLOS One; Review of Income and Wealth; Labour Economics; Journal of Business Venturing; Journal of the Economics of the Ageing; Journal of Economic and Social Geography; Journal of Happiness Studies ; International Migration; Applied Economics; Nonprofit Management & Leadership; Public Administration Review; Psychology of Well-Being: Theory, Research, and Practice; Social Policy & Society; Oxford Economic Papers; Journal of Economics Psychology, VOLUNTAS
- The International Journal of Human Resource Management; Comparative Migration Studies; Journal of Behavioral and Experimental Economics; Applied Economics; Regional Science Policy & Practice; European Journal of Political Economy; International Review of Economics; The B.E. Journal of Economic Analysis and Policy; Journal of Entrepreneurship and Public Policy; Palgrave Macmillan; Springer Books; National Science Centre, Poland

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## Ph.D. Student Supervision & Committees

- start year: 2021 Daniele Marchesi, University of Groningen, co-supervised with Viola Angelini
- start year: 2020 Stefan Sliwa, University of Groningen, co-supervised with Lukas Linsi & Viola Angelini
- start year: 2019 Robin Konietzny, University of Groningen, co-supervised with Bart Los
- start year: 2017 Femke Cnossen, University of Groningen, co-supervised with Robert Inklaar & Steven Brakman
- external committee member Tiffany Ford, University of Maryland, College Park
- member of the Ph.D. corona Johannes Kleinhempel (2019) and Aobo Jiang (2020), University of Groningen
- external examiner Ujjwal Das, University of Leeds, Defence Date: October 11, 2019; Nasir Rajah, University of Leeds, Defence Date: January 23, 2020, Henrik Schwabe, University of Oslo, Defence Date: December 18, 2020

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## Research Master Student Supervision

- 2020-2021 Castor Comploj, University of Groningen
- 2019-2020 Robin Konietzny, University of Groningen

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## Supervision of Master and Bachelor Theses

- 2018-2021 Main Supervisor, 13 Master students, Economic Development & Globalization, University of Groningen

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## Teaching

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| teaching certificate  | University Teaching Qualification (UTQ), 2019   |
| Economics & Business  | Course Coördinator/ Lecturer, Instructor, Global Political Economy, The University of Groningen (Semester 2b, 2018-2019; Semester 2b, 2019-2020, Semester 2b, 2020-2021)<br>Lecturer/Instructor, Globalization Debates (Master-level), The University of Groningen (Semester 1a, 2019-2020, Semester 1a 2020-2021)<br>Instructor, Research Paper for Economics and Business Economics, The University of Groningen (Semester 2a, 2018-2019)<br>Instructor, Honours College Research Seminar II, The University of Groningen (Semester 1b, 2018-2019; Semester 1b, 2019-2020, Semester 1b, 2020-2021)<br>Guest Lecturer, Honours College Winter School, The University of Groningen (2020)<br>Teaching Assistant (Instructor), Economics Department, Gettysburg College (Fall 2006; Fall 2007) |
| Statistics            | Lecturer, Online Master of Public Administration and Policy, American University, Washington, DC (Spring 2017)  |
| Development Economics | Lecturer, Introduction to Development Economics, University of Bonn Summer School in Development Policy (August 3, 2017)<br>Lecturer, The Business Environment in Transition Countries, Summer Course, European Business School, Wiesbaden (June 30, 2016)<br>Teaching Assistant (Instructor), Development Challenges, University of Maryland, College Park (Spring 2014)   |
| Philanthropy          | Teaching Assistant (Instructor), Center for Philanthropy and Nonprofit Leadership, University of Maryland, College Park (Fall 2011, Spring 2012)  |
| Mathematics           | Grader for Multivariate Calculus, Mathematics Department, Gettysburg College (Fall 2006)<br>Teaching Assistant (Instructor), Mathematics Department, Gettysburg College (Fall 2005)   |

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## Selected Media Coverage

- 2021 France 24, People and Profit TV Interview (April 8)
- 2018 Econ050 Podcast (December 6)  
Forbes Magazine (September 30)
- 2016 MarketWatch (5 August)
- 2015 IZA Newsroom (9 December)
- 2014 The Washington Post (December 7)  
The Atlantic (December 2014)

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## Skills

### Languages

Bulgarian (native), English (fluent), German (Level C1, Goethe Institute Certificate), Russian (basic), Dutch (B1)

### Software

Stata, L<sup>A</sup>T<sub>E</sub>X, SPSS (basic)