

# SACHA V. KAPOOR

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## RESEARCH INTERESTS

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Human-AI collaboration and algorithmic decision-making; Behavioral economics and organizational behavior; Applied econometrics and causal inference; Labor markets and human resources

## ACADEMIC POSITIONS

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<b>Associate Professor of Economics</b> , Erasmus University Rotterdam Tinbergen Research Fellow	2018–present
<b>Assistant Professor of Economics</b> , Erasmus University Rotterdam Tinbergen Candidate Fellow	2012–2018
<b>Post-Doctoral Scholar</b> , Becker-Friedman Institute, University of Chicago	2011–2012

## EDUCATION

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<b>Ph.D.</b> , Economics, University of Toronto	2011
<b>M.A.</b> , Economics, University of Toronto	2005
<b>B.A.</b> , Economics, Queen’s University (Canada)	2003

## TEACHING

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### *Current Courses.*

- **Data Science and HR Analytics** (Masters) 2023–present  
Machine learning and economic analysis of HR decisions. Topics include human-AI collaboration in hiring, algorithmic fairness, and strategic implications of AI adoption.
- **Applied Econometrics** (Masters) 2016–present  
Causal inference methods for policy evaluation.
- **Econometrics for Health and Society** (Bachelors) 2023–present

### *Courses in Development (2026).*

- **Algorithms and Human Decisions** (Bachelors)
- **Economics of Markets and Organizations** (Bachelors)  
Theme: AI in labor markets (hiring, screening) and competition policy (industrial organization).

### *AI in Teaching: Innovation and Leadership.*

- **AI Teaching Fellow**, Erasmus University Rotterdam (2026–2027). Developing pedagogical AI tools that train students to evaluate and improve algorithmic outputs.
- **Curriculum Innovation:** Member of two faculty committees redesigning econometrics curriculum for AI integration: (1) Business Analytics and Data Science track; (2) Economic Modeling and Econometrics sequence.

### *Previous Teaching.*

- **Erasmus University Rotterdam**
  - Topics in Organizations and Markets (PhD), 2015–2022
  - Topics in Political Economy (PhD), 2019–2023
  - Strategy and Organizational Design (Masters), 2012–2021
  - Seminar Organizational Design and Management (Bachelors), 2012–2021

- **University of Toronto** (Teaching Assistant), 2005–2011  
Ph.D. Econometrics I; MA/MFE Econometrics; Applied Econometrics (BA); Personnel Economics; Introduction to Statistics; Introduction to Microeconomic Theory

## **PUBLICATIONS**

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Does Exposure to Losses Intensify Loss Aversion? Evidence from a Competitive Industry (with Julian Emami-Namini). Forthcoming, **Journal of Risk and Uncertainty**.

Regionalism and Tribal Insecurity in India (with Arvind Magesan). **Economic Development and Cultural Change**, 2025, 73(3).

Add-On Pricing over Regional Business Cycles: Evidence from Extended Warranties (with B. Boskovic, A. Markiewicz, B. Scholnick). **International Economic Review**, 2024, 65(4), 2019–2046.

The Price of Forced Attendance (with M. Oosterveen, D. Webbink). **Journal of Applied Econometrics**, 2021, 36(2), 209–227.

Inefficient Incentives and Nonprice Allocations: Experimental Evidence from Big-Box Restaurants. **Journal of Economics and Management Strategy**, 2020, 29(2), 401–419.

Having it Easy: Consumer Discrimination and Specialization in the Workplace (with Arvind Magesan). **Journal of Economic Behavior and Organization**, 2019, 166, 153–173.

Independent Candidates and Political Representation in India (with Arvind Magesan). **American Political Science Review**, 2018, 112(3), 678–697.

Paging Inspector Sands: The Costs of Public Information (with Arvind Magesan). **American Economic Journal: Economic Policy**, 2014, 6(1), 92–113.

*Media:* CBC, CTV, Global, NPR, Financial Times, Toronto Star, Marginal Revolution

## **INTERNET WRITING**

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Regional-Party Rule Raises Levels Of Political Violence: Study (with Arvind Magesan). *India Spend*, 2019.

Are Independent Candidates Unimportant for Political Representation? (with Arvind Magesan). *Ideas for India*, 2018.

Full Transparency Is Not Always a Good Thing: Countdown Signals at Intersections Make Pedestrians Safer, but Also Lead to More Collisions (with Arvind Magesan). *LSE American Politics and Policy*, 2014.

## **WORKING PAPERS AND RESEARCH IN PROGRESS**

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*Under Review.* Does loss aversion predict firm survival? (with Julian Emami-Namini).

*In Progress.* Are Markets Loss Averse? Theory and Evidence from a Competitive Industry (with Julian Emami-Namini). In preparation for submission.

**Can Teachers and Machines Predict the Long-Run Academic Performance of Young Children?**

(with Max Coveney, Dinand Webbink). Human-algorithm comparison using 250,000 student assessments.

The Returns to Migration with Multiple Destinations (with Fatma Palut, Dinand Webbink). Draft available at [personal.eur.nl/kapoor](https://personal.eur.nl/kapoor).

**Discrimination in Firing** (with Jan Kabátek, Sander Kraaij, Dinand Webbink). Draft available at [personal.eur.nl/kapoor](https://personal.eur.nl/kapoor). Examines differential treatment of demographic groups in employment termination decisions—relevant to AI fairness in HR.

The Effects of Economic Sanctions on Political Unrest (with Julian Emami-Namini, Aksel Erbahar). Presentation stage.

## RESEARCH GRANTS

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SSHRC Insight Development Grant (Co-I, CAD \$72,425) “State Sponsored Education and Assimilation of Indigenous Peoples”	2025–2027
Czech Academy of Sciences Lumina Quaeruntur (Collaborator, €650,000)	2021–2025
SSHRC Insight Grant (Collaborator, CAD \$77,591)	2019–2022
SSHRC Insight Development Grant (Collaborator, CAD \$49,986)	2014–2016
SSHRC R&D Initiative – Management, Business, Finance (Co-I, CAD \$36,000)	2008–2010

## PHD SUPERVISION

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Co-promoter for Auke de Jong (with Dinand Webbink), 2025–present  
Co-promoter for Fatma Palut (with Dinand Webbink), 2020–present (expected 2026)  
Co-promoter for Megan Haasbroek (with Maarten Bosker), completed 2025  
Co-promoter for Olivier Herlem (with Otto Swank), completed 2018  
External PhD Examiner: Matthew J.M. Jones (Melbourne, 2020), Aashay Tripathi (Calgary, 2021–)  
Thesis supervision: 10–15 Bachelors and Masters theses per year

## ADVISORY AND SERVICE ROLES

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<b>Scientific Advisor</b> , Dutch Inspectorate of Education Providing feedback and participating in research on effects of inspectorate oversight on school quality.	2023–present
Curriculum Committee: Business Analytics and Data Science (ESE)	2025–present
Curriculum Committee: Economic Modeling and Econometrics (ESE)	2025–present
Co-organizer, EUR-TI Micro Seminar	2016–2019
Co-organizer, “Discrimination at Work” Workshop	2016
Faculty Recruiting Committee	2016

## REFEREEING

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AEJ: Applied Economics, Comparative Political Studies, International Journal of Industrial Organization, Journal of Public Economics (3), Journal of Urban Economics, Journal of Economic Behavior and Organization, Management Science, Studies in Comparative International Development

## SELECTED PRESENTATIONS

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*Recent*: Banff Empirical Microeconomics (Calgary, 2024), APIOC (2023), EARIE (2023), IIOC (2022)  
*Seminars*: Tilburg, Reading, Nottingham, Tinbergen Institute, ZEW Mannheim, Copenhagen Business School, Alberta, Calgary, Melbourne, Sydney, Case Western, Colgate, Temple, Waterloo, ESA Chicago, Advances with Field Experiments (Wharton)

## HONORS AND AWARDS

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Canadian Labour Market and Skills Researcher Network – PhD Fellowship	2009–2011
University of Toronto Fellowship	2004–2009
Award for Excellence in Teaching, University of Toronto	2007–2008
Dean’s List with Distinction, Queen’s University	2002

## LANGUAGES

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English (fluent), Dutch (B1/B2), French (B1)

## TECHNICAL SKILLS

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R, Stata,  $\LaTeX$ , Python (basic), Git/GitHub (basic)

## REFERENCES

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**Prof. Dinand Webbink** (Erasmus University Rotterdam) — Research and Teaching and Service

**Prof. Ivo Arnold** (Erasmus University Rotterdam) — Teaching and Service

**Prof. Arvind Magesan** (University of Calgary) — Research and Service

**Sander Kraaij**, PhD Candidate (University of Cologne) — Thesis Supervision and Research