

Name and contact info

Professor Vera BRENČIČ
Department of Economics
University of Alberta
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Education

Ph.D., Economics, Purdue University, December 2005
Thesis Title: Essays on Employers Search
B.Sc., Economics, University of Ljubljana, May 2000

Academic positions

Full Professor, Department of Economics, University of Alberta: July 2023-Present
Associate Professor, Department of Economics, University of Alberta: July 2012-June 2023
Assistant Professor, Department of Economics, University of Alberta: July 2006-June 2012
Visiting Assistant Professor, Department of Economics, Purdue University: January 2006-June 2006

Fields

Labor Economics: Search and Matching, Personnel Economics
Industrial Organization: Two-Sided Markets

Publications

1. Brenčič, Vera. 2007. Employers' Search Prior to Exhaustion of Advance Notice Period, *Economics Letters*, 94 (2), 266-270.
2. Brenčič, Vera. 2009. Employers' Hiring Practices, Employment Protection, and Costly Search: A Vacancy-Level Analysis, *Labour Economics*, 16(5), 461-479. Lead article.
3. Brenčič, Vera and John B. Norris. 2009. Employers' Online Search: An Empirical Analysis, *Industrial Relations*, 48(4), 684-709.
4. Brenčič, Vera and Denise Young. 2009. Time-Saving Innovations, Time Allocation, and Energy Use: Evidence from Canadian Households, *Ecological Economics*, 68(11), 2859-2867.
5. Brenčič, Vera and John B. Norris. 2010. On-the-Job Tasks and Performance Pay: A Vacancy-Level Analysis, *Industrial and Labor Relations Review*, 63(3), 511-542.
6. Brenčič, Vera. 2010. Do Employers Respond to the Costs of Continued Search? *Oxford Bulletin of Economics and Statistics*, 72(2), 211-245.

7. Brenčič, Vera and John B. Norris. 2010. Do Employers Change Job Offers in Their Online Job Ads to Facilitate Search? *Economics Letters*, 108(1), 46-48.
8. Brenčič, Vera and John B. Norris. 2012. Employers' Online Recruitment and Screening Practices, *Economic Inquiry*, 50(1), 94-111.
9. Brenčič, Vera. 2012. Wage Posting: Evidence from Job Ads, *Canadian Journal of Economics*, 45(4), 1529-1559.
10. Brenčič, Vera. 2014. Search Online: Evidence from Information Acquisition on Online Job Boards and Resume Banks, *Journal of Economic Psychology*, 42, 112-125.
11. Brenčič, Vera. 2015. Employers' Efforts to Deter Shirking in Teams, *Labour: Review of Labor Relations*, 29(1), 55-78.
12. Brenčič, Vera. 2016. The Impact of Craigslist's Entry on Competing Employment Websites, *IZA Journal of Labor Economics*, 5(7), 1-15.
13. Brenčič, Vera and Marko Pahor. 2019. Exporting, Skill Upgrading, and Skill Mismatch: Evidence from Employers' Hiring Practices, *World Economy*, 42(6), 1740-1773.
14. Brenčič, Vera, Julie Dubois, and Lucie Morin. 2020. Improvements in Electronic Job Alerts and the Labor Market Experience of Unemployed Workers: Evidence from the Connecting Canadians with Available Jobs Initiative, *Canadian Public Policy*, 46(2), 214-235.
15. Brenčič, Vera. 2021. Interaction between Technology and Recruiting, *IZA World of Labor*: 485 doi: 10.15185/izawol.485.
16. Brenčič, Vera. 2022. Developments in the Market for Employment Websites in the U.S., *International Journal of the Economics of Business*, 29(1), 33-56.
17. Brenčič, Vera. 2024. Network Size and Terms of Use: Evidence from Employment Websites, *Information Economics and Policy*, 67: 1-12.
18. Brenčič, Vera. 2024. Distribution of vacancies and new hires across employers Implications for Skill Requirements, Wage Offers and Hiring Outcomes. *Labour Economics*, 91: 1-10.
19. Brenčič, Vera and Andrew D. McGee. 2024. Demand for Personality Traits, Tasks, and Sorting, *Research in Labor Economics: Big Data Applications in Labor Economics*, 52A, 161–211.

Working papers and Work in progress

20. Brenčič, Vera. 2025. Tariffs Reductions and Labor Market Frictions.
21. Brenčič, Vera and Andrew D. McGee. 2025. Employers' Demand for Personality Traits.
22. Brenčič, Vera. 2025. Data Protection Regulation: Implications for Online Labor Market Intermediaries in the U.S. and Canada.

Grants

- University of Alberta, Department of Economics (2022): Research grant.
- University of Alberta, Department of Economics (2021): SSHRC application award.
- University of Alberta, Department of Economics (2021): Research grant.
- University of Alberta (2013): Endowment Fund for the Future, Support for the Advancement of Scholarship Research Fund
- University of Alberta (2011): Endowment Fund for the Future, Support for the Advancement of Scholarship Research Fund
- University of Alberta, Department of Economics (2008): SSHRC application grant
- University of Alberta (2008): Endowment Fund for the Future, Support for the Advancement of Scholarship Research Fund
- University of Alberta (2008): Endowment Fund for the Future, Capital Equipment Fund
- University of Alberta (2006): VP Academic Start-up Fund
- Purdue University Research Foundation (2003): Research Grant

Presentations

Papers presented at conferences and workshops (by paper)

Brenčič, Vera. 2024. Recruiting at the intensive and extensive margins by exporters: Implications for labor demand concentration and labor market matching. Presented at the 50th Atlantic Canada Economics Association (ACEA) Annual Conference in Halifax (October, 2024).

Brenčič, Vera. 2024. Data Protection Regulation: Implications for Online Labor Market Intermediaries in the U.S. and Canada. Presented at the Alberta Centre for Labour Market Research Official Launch Event at the University of Alberta (September 2024) and at the 23rd Annual International Industrial Organization Conference at Drexel University in Philadelphia (May 2025).

Brenčič, Vera. 2023. Network Size and Terms of Use: Evidence from Employment Websites. Presented at the Alberta Centre for Labour Market Research Workshop at the University of Alberta (December 2023).

Brenčič, Vera and Andrew D. McGee. Employers' Demand for Personality Traits. 5th IDSC of IZA Workshop: Matching Workers and Jobs Online - New Developments and Opportunities for Social Science and Practice (presented by Andrew McGee; September 2022).

Brenčič, Vera. Developments in the Market for Employment Websites in the U.S. Presented at the 53rd annual Canadian Economics Association Meetings (June 2019).

Brenčič, Vera, Julie Dubois, and Lucie Morin. 2020. Improvements in Electronic Job Alerts and the Labor Market Experience of Unemployed Workers: Evidence from the Connecting Canadians with Available Jobs Initiative. Presented at: a) 52nd Annual Conference of Canadian Economics Association (Montreal Canada), May 31 – June 3, b) 92nd Annual Conference of the Western Economic Association International (San Diego, U.S.), June 25-29, 2017.

Brenčič, Vera. 2016. The Impact of Craigslist's Entry on Competing Employment Websites. Presented at the 91st Annual Conference of the Western Economic Association International (Portland, U.S.), June 29 – July 3, 2016.

Brenčič, Vera. Price-Setting by Online Platforms: Evidence from Online Job Boards and Resume Banks. Presented at: a) the 47th Annual Conference of the Canadian Economics Association (Montreal, Canada), May 31-June 2, 2013; b) the 11th International Industrial Organization Conference (Boston, U.S.), May 16-18; c) 2013 International Symposium on Contemporary Labor Economics WISE (Xiamen, China), December 7-8 (plenary speaker).

Brenčič, Vera. Search online: Evidence from online job boards and resume banks. Presented at the 17th Annual Conference of Society of Labor Economists (Chicago, U.S.); May 3-6, 2012.

Brenčič, Vera and Marko Pahor. Exporting, Skill Upgrading, and Skill Mismatch: Evidence from Employers' Hiring Practices. Role: equal authorship. Presented at: a) the 45th Annual Conference of the Canadian Economics Association (Ottawa, Canada), June 2-5, 2011; b) the 18th Annual Conference on Empirical Investigations in International Trade hosted by Purdue University (West Lafayette, IN), November 4-6, 2011.3 March 2015

Brenčič, Vera. Wage Posting. Presented (poster session) at the 16th Annual SOLE (Society of Labor Economists) Meetings (Vancouver, Canada), April 29-30, 2011.

Brenčič, Vera. Employers' Use of Pressure and Profit Sharing in Teams. Presented at the 9th IZA/SOLE Transatlantic Meeting of Labor Economists (Buch/Ammersee, Germany), May 27-30, 2010.

Brenčič, Vera and Denise Young. Time-Saving Innovations, Time Allocation, and Energy Use: Evidence from Canadian Households. Role: equal authorship. Presented by co-author at the 2008 International Workshop on Empirical Methods in Energy Economics (Zurich, Switzerland), August 29-30, 2008.

Brenčič, Vera and John B. Norris. Online Job Boards as an Employer Recruitment Tool. Role: equal authorship. Presented at the 2008 World Congress on National Accounts and Economic Performance Measures for Nations (Arlington, VA), May 12-18, 2008.

Brenčič, Vera and John B. Norris. Employers' Online Recruitment and Screening Practices. Role: equal authorship. Presented at the Southern Economics Association Meeting (New Orleans, LA), November 19-21, 2007.

Brenčič, Vera and John B. Norris. Employers' Online Search: An Empirical Analysis. Role: equal authorship. Presented at the Midwest Economics Association Meeting (Minneapolis, MN), March 23- 25, 2007.

Brenčič, Vera and John B. Norris. On-the-job Tasks and Performance Pay: A Vacancy-Level Analysis. Role: equal authorship. Presented at: a) the Midwest Economics Association Meeting (Milwaukee, WI), March 11-13, 2005; b) the 4th Alberta Industrial Organization Conference (Edmonton, AB), October 12- 13, 2007; and c) the 3rd Annual Behavioral Operations Conference organized by University of Alberta's School of Business (Edmonton, AB), July 23-25, 2008.

Brenčič, Vera. Employers' Hiring Practices, Employment Protection, and Costly Search: A Vacancy-Level

Analysis. Presented at: a) the International Atlantic Economic Conference (Chicago, IL), October 7-10, 2004; b) the Southern Economics Association Meeting (New Orleans, LA), November 21-23, 2004; and c) the IARIW 30th General Conference (Portoroz, Slovenia), August 24-30, 2008.

Public lectures/Seminars

2023: Recruiting at the intensive and extensive margins by exporters: Implications for labor demand concentration and labor market matching presented at the Department of Economics at the University of Calgary, October, 2023.

2021: Labor market concentration of job vacancies and new hires: Implications for skill requirements, wage offers, and hiring outcomes presented at the Institute for Employment Research (IAB) and Friedrich-Alexander-University of Erlangen-Nuremberg, July, 2021.

2014: Price-Setting by Online Platforms: Evidence from Online Job Boards and Resume Banks presented at the CIREQ seminar at Concordia University, April 2014.

2011: Exporting, Skill Upgrading, and Skill Mismatch: Evidence from Employers' Hiring Practices presented at the Department of Economics Seminar Workshop, University of Alberta.

2010: Employers' Use of Pressure and Profit Sharing in Teams presented at the Department of Economics Seminar Workshop, University of Alberta.

2008: Time-saving innovations, time allocation, and energy use: Evidence from Canadian Households, presented by co-author (Denise Young) at the CBEEDAC/CABREE (The Canadian Building Energy End-Use Data and Analysis Centre) Seminar Series hosted by the Economics Department at University of Alberta.
2007: Employers' Online Search: An Empirical Analysis, presented at the Faculty and Student Research Workshop in the Economics Department at University of Alberta. 4 March 2015.

2006: On-the-job Tasks and Performance Pay: A Vacancy-Level Analysis, presented at: CERGE-EI Prague, Concordia University, The European Central Bank, Michigan State University, Purdue University, University of Alberta, University of Alicante, University of South Dakota.

2005: Employers' Hiring Practices, Employment Protection, and Costly Search: A Vacancy-Level Analysis, presented at: Allegheny College, Purdue University, Rutgers University.

Teaching (courses taught, supervision)

Undergraduate Level Teaching

Personnel Economics (Instructor: University of Alberta)

Labor Economics (Instructor: University of Alberta)

Quantitative Methods in Economics (Instructor: University of Alberta)

Introductory Econometrics (Instructor: University of Alberta)

Intermediate Microeconomic Theory (Instructor: Purdue University)

Principles of Macroeconomics (Instructor: Purdue University)

Principles of Economics (Instructor: Purdue University)

Introduction to National Economy (Lab TA: University of Ljubljana)

Graduate Level Teaching

Labor Economics (Instructor: University of Alberta)

Econometric Theory and Applications (Instructor: University of Alberta)

Directed Research Project (Instructor: University of Alberta)

M.A. Research

- ECON 999 second reader: Feifei Xu (2012), Xi Nan (2012), Shihui Li (2013)

- ECON 900 supervision: Xiadong Che (2012), Ning Zheng (2009), Michael Fabiyi (2008), Camille Jasper (2008), Joey Chow (2007)

- ECON 900 second reader: Jennifer Fisher (2010), Hang Gao (2010), Allan Wesley (2010), Pok Man Lee (2010), Salman Tajammul (2009), Ronggui Lui (2007), Janet Dairo (2007), Candace Kellert (2006)

Ph.D. Research project (all in Economics Department)

- Benoit Kudinga: Thesis Committee member

- Xian Tian: Thesis Committee member (external)

- Zi Fang: Thesis Committee member (external)

- Ashiquil Chowdhury: Thesis Committee member (external)

- Kyle Phong: Supervisor (defended in December 2024)

Service (admin positions, committees in dept, faculty, U, beyond U, refereeing, media)

Administration and service (University of Alberta): Faculty

- Member of Research Committee for Faculty of Arts (2024)

- Member of ACMLR Research Committee (2024- present)

- Member of Education Faculty Council (2022-2025)

- Member of Advisory Board of the Wirth Institute (2014- 2023)

- Member of Academic and Grade Appeals Committee (2018-2020)

- Member of Academics Affairs Committee (2014-2016; 2018-2020)

- Member of the Search Committee for the Chair of Department of Economics (2014)

- Member of Faculty-Based ICT Steering Committee (2008-2012)

Administration and service (University of Alberta): Department

- Labour Economics Field coordinator (2025- present)

- MA Student Advisor (2023- present)

- Undergraduate Curriculum Committee (2021-present)

- Real Estate Open Data Centre: Proposal review for Research Grant (2024, 2025)

- Placement Officer (2017-2018)

- Member of Teaching Committee (2014-2015)

- Member of Graduate Appeals Committee (2013-2016)

- Member of Mentoring Committee for Econ 399 (2011-2012, 2014-2015)

- Assessment of Teaching of Junior Faculty (2016, 2019)

- Member of Graduate Program Committee (2010-2012, 2013-2020)

- Member of Ad-hoc Task Force on MA Enrolment (2009-2010)

- Member of Ad-hoc Task Force on Redesigning the Undergraduate Econometrics Sequence (2009-2010)

- Member of Computer Services Committee (2006-2010)

Refereeing: Administrative Sciences, Advances in the Economic Analysis of Participatory and Labor - Managed Firms, AER Insights, Applied Economics, Applied Economics Letters, Behavioral Sciences, Canadian Journal of Economics, Canadian Public Policy, Ecological Economics, Economica, Economies (Special Issue: Advances in Economics of Education), Education Sciences, Electronic Commerce Research and Applications, Energy Economics, Environment and Planning A, Environmental and Resource Economics, European Economic Review, Games, Healthcare, Industrial Relations, International Economic Review, International Journal of Environmental Research and Public Health, International Journal of Human Resource Management, International Journal of Manpower, International Journal of the Economics of Business, Journal of Clinical and Translational Research, Journal of Economic Studies, Journal of Labor Economics, Managerial and Decision Economics, Labour Economics, Modern Economy, Journal of Management, Informatics, and Human Resources, Quarterly Journal of Economics, Scottish Journal of Political Economy, Social Sciences, Social Sciences and Humanities Research Council of Canada (SSHRC) for the Insight Grants, Sustainability, Water Resources and Economics

Other professional service:

- 2022: Interview for Faculti (<https://faculti.net/socsci/eco/>) about Improvements in Electronic Job Alerts and the Labour Market Experience of Unemployed Workers
- 2020: Talk on Academic Reflections of the Hiring Process with Emphasis on the Impact of COVID-19 for the Faculty of Graduate Studies and Research during their Professional Development Week
- 2016: Contract for SPR Evaluation Directorate Human Resources and Social Development Canada (a department of the Government of Canada responsible for social programs and the labour market at the federal level). Research title: Employment Insurance (EI) Claimant Take-up of Job Alerts.
- 2015-2020: Advisor to ECO Canada (<https://eco.ca/>), a leading platform that provides research and guidance to stakeholders in the Canadian environmental labor market. I consulted with ECO Canada on their use of data on online job postings and online resumes to support their research efforts.
- 2014: Advisor to a start-up online job board; provided information on pricing strategies and platform design considering the start-up's focus on servicing recent college graduates.