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# SAM HOEY

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**Placement Director:** Eric Bartelsman ◊ e.j.bartelsman@vu.nl

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## CURRENT POSITION

**PhD Candidate** 2018 - Present  
*Erasmus University Rotterdam* Rotterdam  
Supervisors: Prof.dr.ir. Jan van Ours and Dr. Thomas Peeters. Expected end of project: August 2022.  
Research Visit (fall 2021): **University of Michigan** (host: Prof.dr. Stefan Szymanski)

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## EDUCATION

**Research Qualification** 2018 - 2019  
*Tinbergen Institute* Amsterdam  
Advanced PhD-level coursework (41 ECTS)

**MA Economics** 2017 - 2018  
*University of Toronto* Toronto  
Teaching Assistant undergraduate microeconomics and macroeconomics.

**BSc Economics and Business Economics** 2014 - 2017  
*Erasmus University Rotterdam* Rotterdam  
Visiting student at University of Technology, Sydney (fall 2016).

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## JOB MARKET PAPER

One Man's Pain is Another Man's Gain - Early Career Exposure and Later Labour Market Outcomes.

**Abstract:**

This paper investigates whether early career exposure of unexperienced employees to employers affects their later career outcomes. The extent to which entry-level workers get to demonstrate their abilities is an important determinant of how precisely the employer can estimate their talent. A common difficulty in the literature is finding relevant measures of how often the employer observes an employee. To this end, I use high frequency worker-level data from the National Hockey League, where in-game playing time serves as the measure of exposure. I implement a novel instrumental variable strategy, exploiting co-worker injuries as a source of random variation in junior worker playing time. Co-worker injuries create vacant slots in team rosters, which are usually filled by junior workers, increasing their exposure. Consequently, there is a positive correlation between the number of co-worker injuries that occur and the number of playing opportunities that a junior worker gets during their entry-level career. Using co-worker injuries as an instrument, the results indicate that total entry-level career playing time significantly increases a junior workers likelihood of being rehired as well as their post entry-level salary.

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## PUBLICATIONS

Hoey, S., Peeters, T., & Principe, F. (2021). The transfer system in European football: a pro-competitive no-poaching agreement? *International Journal of Industrial Organization*, 2021, Vol. 75.

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## CURRENT PROJECTS

Practice makes perfect? Co-working experience and peer effects. *(with Jan van Ours & Thomas Peeters)*

Skill Adoption, Learning and Diffusion: Evidence from Soviet Born Players in the NHL  
*(with Francesco Amodio & Jeremy Schneider)*

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## TECHNICAL SKILLS & LANGUAGES

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**Software** R, Stata, Shiny  
**Tools** LaTeX, Microsoft Office  
**Languages** English (bilingual), Dutch (bilingual)

## REFEREE EXPERIENCE

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Journal of Economic Behaviour & Organization

## TEACHING EXPERIENCE

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2020 - present **Internship Supervisor** (EUR, bachelor 3)  
2018 - present **Sportseconomics** Teaching assistant (EUR, bachelor 3 & Master)  
2018 - present **Thesis supervisor** Four master and four bachelor theses per year (EUR)  
2018 - present **Strategy Economics** Teaching Assistant (EUR, bachelor 3)  
2017 - 2018 **Microeconomics** Teaching assistant (U of T, undergraduate)  
2017 - 2018 **Macroeconomics** Teaching assistant (U of T, undergraduate)  
2016 - 2017 **Methods & Techniques** Teaching assistant (EUR, bachelor 2)  
2016 - 2017 **Applied Microeconomics** Teaching assistant (EUR, bachelor 2)  
2016 - 2017 **Intermediate accounting** Teaching assistant (EUR, bachelor 2)

## OTHER RELEVANT EXPERIENCE

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**ECASE Database:** Maintaining and publishing European Football financial data set.  
**ECASE Workshop Organiser:** Help out with organising yearly sports economics workshop.  
**PhD Council:** Organise social events and function as point of contact for fellow PhD students.

## PRESENTATIONS AT CONFERENCES & SEMINARS

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2021 AMB Seminar (*McGill University*), ESEA Conference (*University of Bielefeld*),  
PhD Jamboree (*Tinbergen Institute*), ECASE Seminar Series,  
Strategy Seminar (*Erasmus University*), PhD Seminar (*Erasmus University*)  
2020 Reading Online Sport Economics Seminars (*University of Reading*), ECASE Workshop,  
Strategy Seminar (*Erasmus University*)  
2019 PhD Seminar (*Erasmus University*)

## AWARDS

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2021 **Best Young Researcher Paper Award**  
“One Man’s Pain is Another Man’s Gain –  
Early Career Exposure and Later Labour Market Outcomes.”  
*12th European Sports Economics Association Conference*

## PERSONAL DETAILS

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**Citizenship** Dutch, Canadian

## REFERENCES

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