

# Dr. Christian Hunkler

## *Curriculum Vitae*

October 2017

Born 22 March 1979 in Schwetzingen; German nationality.

Home: Langstr. 42 A, Mannheim; +49 152-55911145; HunklerCh@gmail.com

Office: Max-Planck-Institute for Social Law and Social Policy, Amalienstr. 33, 80799 Munich, Germany; Phone: +49 89-38602-359; Hunkler@mea.mpisoc.mpg.de

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### Professional Appointments

- since 10/2015 *Head of the department* Macro Implications of Demographic Change at the Max-Planck-Institute for Social Law and Social Policy.
- 10.2016 - 3.2017 *Visiting Professor* substituting for Prof. Claudia Diehl at Konstanz University.
- 2011 – 2015 *Senior Researcher* at the Max-Planck-Institute for Social Law and Social Policy.
- 2009 – 2011 *Researcher* at the Mannheim Research Institute for the Economics of Aging (MEA), Prof. Axel Börsch-Supan.
- 2007 – 2011 *Assistant Lecturer* at the Chair for Sociology and Philosophy of Science, Prof. Hartmut Esser; from March 2009: Chair for Sociology, Prof. Frank Kalter, Department of Social Sciences, University of Mannheim.
- 2006 – 2008 *Freelance Researcher* for BASF SE (HR Strategy / Future Development). Among other projects: Projection of skill-Group specific labor supply for EU countries; Excel-based personnel-demand & turnover estimation tools.

### Education

- 2013 Doctoral Degree (summa cum laude). Thesis: “Missing Resources or Discrimination. Ethnic Inequality in Access to Dual Vocational Education”. Committee: Frank Kalter and Hartmut Esser, University of Mannheim.
- 2006 Diploma (M.A. equivalent) in Social Sciences, University of Mannheim. Thesis: “Discrimination in the Labor Market – a Test of the Frame-Selection Theory”. Committee: Hartmut Esser (chair) and Markus Gangl.

### Awards and Scholarships

- 2014 German Dissertation Award in the category social sciences awarded by the Körber Stiftung on December 2nd, 2014 (prize: €5,000).

- 2014 Klaus O. Fleck Doctoral Dissertation Award, awarded by the IHK Rhein-Neckar on June 3rd, 2014, accompanied by a prize of €5,000.
- 2003 – 2004 Full Scholarship sponsored by the German Academic Exchange Service (DAAD) for one year stay at Indiana University Bloomington, USA.
- 2002 Exchange Program Scholarship sponsored by European Union Socrates/Erasmus program for stay at Utrecht University, Netherlands.

## Work in Progress

- “Ethnic Discrimination in the German Housing Market. A Field Experiment on the Underlying Mechanisms”; together with Clemens Kroneberg and Andreas Horr. [Draft paper available on request].
- “Immigrant Optimism, Information Deficit, or Anticipated Discrimination: Explanations for Migrants’ Educational Choices”; together with Jasper Dag Tjaden, University of Bamberg. [Draft paper available on request].
- “Human Capital or Discrimination? Labor Market Entry Disadvantages of Second-Generation Turkish Migrants in Germany”. [Draft paper available on request].
- “Whose Closure? Gender Inequality and Access to Skill Training”; together with Roberto Fernandez (MIT). [Draft paper available on request.]
- “Evidence from Big Data: Age and Productivity in Services”; together with Axel Börsch-Supan and Matthias Weiss (MEA). [Draft paper available on request]
- “Can Statistical Discrimination Explain Inequality? Evidence from Multi-Agent Simulations”. [Draft paper available on request].
- “Up to 62% omitted variable bias in research on ethnic disadvantages in access to vocational education”.
- “Do Older Workers Need More Vacation”; together with Matthias Weiss (MEA).
- “Daylight Savings Time Changes and Worker Productivity”; together with Hendrik Jürges (University of Wuppertal), and Matthias Weiss (MEA).

## Publications

### *Monographs and Edited Volumes*

- Diehl, Claudia, *Christian Hunkler*, and Cornelia Kristen, Editors, 2016: *Ethnische Ungleichheiten im Bildungsverlauf. Mechanismen, Befunde, Debatten*. Wiesbaden: *Springer*.
- Hunkler, Christian*, 2014: *Ethnische Ungleichheit beim Zugang zu Ausbildungsplätzen im dualen System*. Wiesbaden: *Springer*.
- Hunkler, Christian*, 2008: *Diskriminierung im Arbeitsmarkt. Ein Test der Frame-Selektionstheorie*. Saarbrücken: *VDM*.

*Peer Reviewed*

- Tjaden, Jasper, and *Christian Hunkler*, in print: The Optimism Trap: Migrants' Educational Choices in Stratified Education Systems. *Social Science Research* (67): 213-228.
- Hunkler, Christian*, Thorsten Kneip, and Gregor Sand, 2015: Growing Old Abroad: Social and Material Deprivation among first- and second-generation migrants in Europe. p. 199-208 in Börsch-Supan, Axel, Thorsten Kneip, Howard Litwin, Michal Myck, and Guglielmo Weber (Eds.): Ageing in Europe – Supporting Policies for an Inclusive Society. Place: *De Gruyter*.
- Hunkler, Christian*, 2015: Können, wollen oder dürfen sie nicht? Ethnische Ungleichheit beim Zugang zu Ausbildungsplätzen im dualen System? p. 193-207 in Scherr, Albert (Ed.): Diskriminierung migrantischer Jugendlicher in der beruflichen Bildung. Stand der Forschung, Kontroversen, Forschungsbedarf. Weinheim: *Beltz*.
- Börsch-Supan, Axel; Martina Brandt, *Christian Hunkler*, Thorsten Kneip, Julie Korbmacher, Frederic Malter, Barbara Schaan, Stephanie Stuck, and Sabrina Zuber, 2013: Data Resource Profile: The Survey of Health, Ageing and Retirement in Europe (SHARE), *International Journal of Epidemiology* (42): 992-1001.
- Hunkler, Christian*, 2010: Ethnische Unterschiede beim Zugang zu Ausbildung und Erwerb von Ausbildungsabschlüssen. In Becker, Birgit, and David Reimer (Eds.): Vom Kindergarten bis zur Hochschule. Wiesbaden: *VS Verlag*.
- Hunkler, Christian*, and Thorsten Kneip, 2010: Die Stabilität von Ehen und nichtehelichen Lebensgemeinschaften. Ein Test des Modells der Frame-Selektion. p. 181-212 in Walper, Sabine, and Eva-Verena Wendt (Eds.): Partnerschaften und die Beziehungen zu Eltern und Kindern: Befunde zur Beziehungs- und Familienentwicklung in Deutschland. Würzburg: *Ergon*.
- Stocké, Volker, and *Christian Hunkler*, 2007: Measures of Desirability Beliefs and their Validity as Indicators for Socially Desirable Responding. *Field Methods* (19): 313-336.
- Stocké, Volker and *Christian Hunkler*, 2004: Die angemessene Erfassung der Stärke und Richtung von Anreizen durch soziale Erwünschtheit. *ZA-Nachrichten* (54): 53-88.

*Other Publications*

- Hunkler, Christian*, 2017: Schneller, höher, stärker. Wie produktiv sind ältere Menschen? In: *Grünbuch „Alternde Gesellschaft“*.
- Diehl, Claudia, *Christian Hunkler*, and Cornelia Kristen, 2016: Ethnische Ungleichheiten im Bildungsverlauf. Eine Einführung. p. 3-31 in Diehl, Claudia, Christian Hunkler, and Cornelia Kristen (Eds.): Ethnische Ungleichheiten im Bildungsverlauf: Mechanismen, Befunde Debatten. Wiesbaden: Springer.
- Hunkler, Christian*, Thorsten Kneip, Gregor Sand, and Morten Schuth, 2015: Identifying second-generation migrants and naturalized respondents in SHARE. p. 43-47 in Malter, Frederic, and Börsch-Supan, Axel (Eds.): *SHARE Wave 5: Innovations & Methodology*.
- Hunkler, Christian*, 2016: Ethnische Unterschiede beim Zugang zu beruflicher Ausbildung. p. 597-641 in Diehl, Claudia, Christian Hunkler and Cornelia Kristen (Eds.): Ethnische Ungleichheiten im Bildungsverlauf: Mechanismen, Befunde Debatten. Wiesbaden: Springer.
- Hunkler, Christian*, 2014: Können, wollen oder dürfen sie nicht? Ethnische Ungleichheit beim Zugang zu Ausbildungsplätzen im dualen System. In: *Körper-Stiftung*. <http://www.koerberstiftung.de/wissenschaft/deutscher-studienpreis/preistraeger/2014/die-zweiten-preise.html>
- Hunkler, Christian*, 2013: Ethnische Ungleichheit am Ausbildungsübergang: Ein Überblick über den Forschungsstand. Munich: *MEA discussion paper 13-2013*.

- Hunkler, Christian, Thorsten Kneip, Julie Korbmacher, Stephanie Stuck, and Sabrina Zuber, 2010: Glimpsing into the Blackbox: Data Managing and Cleaning Processes. p. 44-54 in Schröder, Mathis (Ed.): *Retrospective Data Collection in the Survey of Health Ageing and Retirement in Europe*. Mannheim: MEA.
- Hunkler, Christian, 2010: It Does Not Pay Off! Ethnic Differences in Investment in and in Returns to Educational Degrees in Germany. In: *Proceedings of the International Sociological Association RC-28 Meeting "Social Consequences of Economic Uncertainties: Local and Global Perspectives"* [CD-Rom], Haifa.
- Hunkler, Christian, and Thorsten Kneip, 2008: Das Zusammenspiel von Normen und Anreizen bei der Erklärung partnerschaftlicher Stabilität. *MZES-Working Paper*: 108.
- Hunkler, Christian, and Thorsten Kneip, 2007: Framing und die Instabilität von Ehen und Beziehungen. Universität Mannheim. *Bericht für das Pairfam Beziehungs- und Familienpanel*.
- Stocké, Volker, and Christian Hunkler, 2006: Measures of Desirability Beliefs and their Validity as Indicators for Socially Desirable Responding. *SFB 504 discussion paper No. 06-03*.
- Stocké, Volker, and Christian Hunkler (2004): Die angemessene Erfassung der Stärke und Richtung von Anreizen durch soziale Erwünschtheit. *SFB 504 discussion paper No. 04-16*.

#### *Data & Data Documentations*

- Börsch-Supan, Axel, Christian Hunkler, Stefan Gruber, Agnes Orban, Stephanie Stuck, Jana Neumann, and Martina Brandt, 2015: *easySHARE* Version [10.6103/SHARE.easy.200](https://doi.org/10.6103/SHARE.easy.200) (DOI).
- Gruber, Stefan; Christian Hunkler, and Stephanie Stuck, 2014: Generating *easySHARE*: Guidelines, Structure, Content and Programming, *SHARE Working Paper 17-2014*.
- Börsch-Supan, Axel, Christian Hunkler, Stefan Gruber, Agnes Orban, Stephanie Stuck, and Martina Brandt, 2013: *easySHARE* Version [10.6103/SHARE.easy.100](https://doi.org/10.6103/SHARE.easy.100) (DOI).
- Hunkler, Christian, Stefan Gruber, Agnes Orban, Stephanie Stuck, and Martina Brandt, 2013: Release Guide to *easySHARE* Release 1.0.0. Munich: mea.
- Stuck, Stephanie, Sabrina Zuber, Morten Schuth; Markus Kotte, Christian Hunkler, Thorsten Kneip, Fabio Franzese, and Stefan Gruber, 2013: Release Guide 1.1.1 to *SHARE* Wave 4. Munich: mea.
- Stuck, Stephanie, Sabrina Zuber, Christian Hunkler, Thorsten Kneip, and Mathis Schröder, 2011: Release Guide 2.5.0 to *SHARE* Waves 1 & 2. Mannheim: mea.
- Stuck, Stephanie, Sabrina Zuber, Julie Korbmacher, Christian Hunkler, Thorsten Kneip, and Mathis Schröder, 2010: Release Guide 1 to *SHARELIFE* (Release 1.0.0). Mannheim: mea.

#### Research Projects (selection)

- 2017 - 2019    Lost Potentials? The Rights and Lives of the Excluded. Volume: 660.000 €, funded (50%) by Wissenschaftsinitiative Migration. Role: Principal Investigator.
- 2016 - 2017    MEA Migrant Study. Volume: 45.000 €, partially funded by MPG Menschen helfen Menschen. Principal Investigator: Prof. Axel Börsch-Supan. Role: Operational Lead.

## Research Experience (selection)

- 2009 - 2013 Share Database Management. SHARE is cross-national panel survey on health, socio-economic status and social and family networks.
- 1.2009 - 6.2009 Project Title: "Housing Discrimination". Regional field experiment.
- 4.2007 - 8.2007 Project Title: "Framing and the Instability of Relationships and Marriages". CATI Survey (two Regional Random Number Samples).
- 4.2006 – 12.2009 Freelance Researcher. HR Strategy / Future Development, BASF, Germany. Project: Projection of Skill-Group Specific Labor Supply in the European Union (among other projects).
- 1.2006 - 3.2006 Research Assistant. BASF-YPC Company Ltd. Nanjing, China. Project: Company-wide Employee Survey and Follow-up Measure Planning.

## Stays Abroad

- 4.2016 MIT, Sloan School of Management, Boston, USA. Invited by Prof. Roberto Fernandez.
- 1-3.2006 Research Internship with BASF-YPC Company Ltd. Nanjing, China.
- 2003 - 2004 Visiting Graduate Student at the Department of Sociology and the Kelley Business School, Indiana University, Bloomington, USA.
- 2002 Visiting Student at the Department of Sociology, Utrecht University, Netherlands.

## Invited Talks (selection)

- April 4<sup>th</sup>, 2017 GESIS-Vortragsreihe „Methodische Herausforderungen der Flüchtlingsforschung“. Invited presentation: "Lost Potentials? The Rights and Lives of the Excluded".
- March 14<sup>th</sup>, 2017 GESIS Symposium on "Surveying the migrant population: Consideration of linguistic and cultural aspects". Invited presentation: "Lost potentials".
- May 18<sup>th</sup>, 2016 International Conference on Healthy and Active Aging, Seoul, Korea. Invited Presentation: "Employment Policies of Older Persons in Germany".
- April 12<sup>th</sup>, 2016 Forschungskolloquium: Empirische Sozialforschung, Universität Konstanz, Germany. Invited Presentation: "Age and Labor Productivity in the Services: Evidence from Big Data".
- March 15<sup>th</sup>, 2016 Max-Planck-Forum Berlin zu „Flüchtlinge in Deutschland. Welche Spielräume hat die Integration?“. Role: Panel Discussant.
- January 27<sup>th</sup>, 2016 High Level Data Workshop, Brussels. Invited Expert Presentation: "A New Labor Market".

- December 11<sup>th</sup>, 2015 Goethe-Institute Croatia, Zagreb. Invited Presentation: “Demographic Change”.
- December 2<sup>th</sup>, 2015 German-Israeli-Foundation Workshop for Young Scientists, Berlin. Invited Presentation: “Ethnic inequality in Germany, Europe and Israel”.
- November 25<sup>th</sup>, 2015 University Paris-Dauphine, Paris, France. Invited Presentation: “Growing Old Abroad: Social and Material Deprivation among First- and Second Generation Migrants”.
- November 24<sup>th</sup>, 2015 Expertentreffen Übergangserfolg und Migrationshintergrund des DJI, Halle (Saale): “Up to 62% omitted variable bias in research on ethnic disadvantages in access to vocational education”.
- October 28<sup>th</sup>, 2015 Oberseminar d. Lehrstühle Auspurg und Brüderl, LMU, München: “Ethnische Diskriminierung im deutschen Mietwohnungsmarkt”.
- March 9<sup>th</sup>, 2015 European Summit on Integration for Active and Healthy Ageing, Brussels, Belgium. Invited Presentation: “Age and Productivity”.
- July 2014 Annual BAGSS Conference 2014: Migration and Integration. Invited Expert Presentation: “Omitted Variables, Not Discrimination! Explaining Ethnic Differences at Entry to Dual Vocational Education and Training”, Bamberg, Germany.
- July 8<sup>th</sup>, 2014 Abschlusspräsentation Jury Sozialwissenschaften des Deutschen Studienpreises, Berlin, Germany: “Können, wollen oder dürfen sie nicht? Ethnische Ungleichheit beim Zugang zu Ausbildungsplätzen im dualen System”.
- March 3<sup>rd</sup>, 2014 Tagung „Perspektiven schaffen“ der VHS München, Germany: “Die Rolle von Netzwerken und sozialem Kapital für die Erklärung von Ungleichheiten beim Zugang zu Ausbildungs- und Arbeitsplätzen in Deutschland”.
- January 2014 Tagung Diskriminierung in der beruflichen Bildung, Freiburg, Germany: “Fehlende Ressourcen oder Diskriminierung? Ethnische Ungleichheit beim Zugang zu Ausbildungsplätzen im dualen System”.
- May 8<sup>th</sup>, 2013 Forschungskolloquium: Empirische Sozialforschung, Universität Konstanz, Germany: "Ethnic discrimination in access to dual vocational education? From the employers' point of view".
- November 8<sup>th</sup>, 2011 Kolloquium “Aktuelle Themen und Probleme der empirischen Sozialforschung”, Universität Leipzig: “Ethnic Discrimination in the German Rental Housing Market. A Field Experiment on the Underlying Mechanisms”.

## Peer Reviewer

Journal of Ethnic and Migration Studies (JEMS), European Sociological Review (ESR), GESIS Panel, Journal for Labour Market Research (ZAFO), Analyse & Kritik, Zeitschrift für Soziologie (ZFS)

# Teaching Experience & Evaluations

## *Konstanz University*

Lectures and classes were evaluated using the German grade system on an index and on overall satisfaction. Evaluations are on a scale of 1 “very good“ to 5 „inadequate“.

- Oct. 2016 - Mar. 2017 Migration und Integration von Flüchtlingen, M.A. Sociology project seminar 4 hours. Evaluation\* : Index: 2,2; Student satisfaction: 2,2.
- Oct. 2016 - Mar. 2017 Sozialstrukturanalyse, mandatory lecture for all 2<sup>nd</sup> year B.A. Sociology students. Evaluation\* : Index: 2,1; Student satisfaction: 1,9.
- Oct. 2016 - Mar. 2017 Forschungskolloquium Empirische Sozialforschung, in English, together with W. Georg, T. Hinz, S. Scherger, H. Scholz. Not evaluated.
- Oct. 2016 - Mar. 2017 MA Ringveranstaltung Soziologie / Ethnologie und Soziologie, lecture series, together with all professors of the faculty. Not evaluated.

## *Mannheim University*

All classes were in German and were evaluated using the German grade system. \* The evaluations were graded on a scale of 1 “very good“ to 5 „inadequate“.

- Feb.-Jun. 2013 Introduction to Statistical Analyses using Stata / Make my life easier: Automated regression & publication ready tables using stata (Ph.D. students and senior researchers of the institute, together with T. Kneip). Evaluation: not evaluated.
- Feb. 2011 - Jun. 2011 Diskriminierungstheorien (für B.A. 4-6 Semester). Evaluation\* : Dozent: 1,5; Veranstaltung: 2,0.
- Aug. 2010 - Dez. 2010 Grundlagen der Soziologie (für 1. Semester) Evaluation\* : Dozent: 1,9; Veranstaltung: 1,8.
- Feb. 2010 - Jun. 2010 Ökonomische Diskriminierungstheorien (für B.A. 4-6 Semester). Wurde nicht evaluiert.
- Aug. 2009 - Dez. 2009 Grundlagen der Soziologie (für 1. Semester). Evaluation\*: Dozent: 2,2; Veranstaltung: 2,2.
- Feb. 2009 - Jun. 2009 Vorurteile und Diskriminierung bei Arbeitsmarkteintritt (für B.A. 4-6 Semester). Evaluation\*: Dozent: 1,4; Veranstaltung: 2,1.
- Aug. 2008 - Dez. 2008 Grundlagen der Soziologie (für 1. Semester) Evaluation\*: Dozent: 1,5; Veranstaltung: 1,9.
- Feb. 2008 - Jun. 2008 Soziologische Handlungstheorien: Ursprünge, Unterschiede und Anwendbarkeit (für Hauptstudium). Evaluation\*: Dozent: 1,6; Veranstaltung: 1,9.

- Sep. 2007 - Dez. 2007 Migration und duale Berufsausbildung (für Hauptstudium).  
Evaluation: wurde nicht evaluiert.
- Feb. 2007 - Jun. 2007 Stereotype und Diskriminierung (zusammen mit Irena Kogan,  
Hauptstudium).  
Evaluation\*: Dozenten: 1,7; Veranstaltung: 2,1.
- Sep. 2006 - Okt. 2006 [als Vertretung] Grundlagen der Soziologie (für 1. Semester Studenten).  
Evaluation: wurde nicht evaluiert.