

CURRICULUM VITAE

BRAM LANCEE

University of Amsterdam | Department of Sociology
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EMPLOYMENT

2017–present Associate Professor of Sociology, University of Amsterdam (tenured, with Ius Promovendi)
2016 Assistant Professor of Sociology, University of Amsterdam (tenured)
2014– 2015 Assistant Professor of Sociology, Utrecht University (tenured)
2014–present Interuniversity Center for Social Science Theory and Methodology (ICS)
2013 Senior Researcher, Social Science Research Center Berlin (WZB)
2013 Visiting Scholar, German Institute for Economic Research (DIW)
2012 Associate Member, Nuffield College, University of Oxford
2011 – 2013 Humboldt Research Fellow, Social Science Research Center Berlin (WZB)
2010 – 2011 Postdoctoral researcher, University of Amsterdam, Department of Sociology
2006 Lecturer at School of Journalism, Utrecht
2002 – 2006 Junior lecturer at University of Amsterdam, Department of Communication Science
1999 – 2001 Teaching assistant, Department of Research Methods, VU University Amsterdam

EDUCATION

2006–2010 PhD in Political and Social Sciences, European University Institute, Florence, Italy
Thesis: 'The Economic Returns of Immigrants' Bonding and Bridging Social Capital'
Jury: Prof. Martin Kohli (supervisor), Prof. Jaap Dronkers, Prof. Anthony Heath, Prof. Irena Kogan
2007 MRes Political and Social Sciences, European University Institute, Florence, Italy
2002–2005 MSc/BSc Human Geography – International Development Studies, University of Amsterdam
2001–2002 MA Program School of Communication, Simon Fraser University, Vancouver, Canada
1996–2001 MA/BA Social Cultural Sciences – Policy, Communication and Organisation, VU University Amsterdam
1997–2000 Propedeutical exam, Economics, VU University Amsterdam
1990–1996 High School, Montessori Lyceum Herman Jordan, Zeist, The Netherlands

GRANTS

2019–2024 VIDI Grant: 'Bringing the context back in: How national institutions and organizations shape ethnic discrimination in the labour market'. Personal grant from The Netherlands Organization for Scientific Research, NWO (€ 800,000). PI
2015–2018 Horizon 2020 Research in Action Grant: 'Growth, Equal Opportunities, Migration and Markets' (GEMM). European Commission (€ 2.5 M total; Utrecht University: € 444,000). CO-PI
2014–2018 VENI Grant: 'Ethnic Penalties in the Labour Market. The Influence of Institutional and Contextual Determinants.' Personal grant from The Netherlands Organization for Scientific Research, NWO (€ 246,500). PI
1–3 2012 European Research Stay, Alexander von Humboldt Foundation (€ 1,250)
2011–2013 Humboldt Research Fellowship, Alexander von Humboldt Foundation
(Personal grant, 2 years funding, ≈ € 76,000)
2006–2010 EUI Postgraduate Grant (4 years funding, ≈ € 60,000)

MANAGEMENT AND LEADERSHIP

- 2018 – present Director Programme Group ‘Institutions, Inequalities and Life courses’, Department of Sociology, University of Amsterdam
- 2020–present Member Program Committee (OC), Department of Sociology, University of Amsterdam
- 2017 – 2018 Curriculum development ‘Minor Migration’ (BA)
- 2017 –2019 Organizer Sociology Seminar, University of Amsterdam
- 2015– 2018 Leader Work Package 3: Ethnic discrimination in the labor market in five countries. GEMM project
- 2015– 2018 Executive Board Member GEMM consortium
- 2015 Coordinator Internationalization, department of Sociology, Utrecht University
- 2015 Member of Foresight Group for the European Commission. Foresight on trust and social cohesion for the European Research Area: H2020 and R&I policy
- 2013 Organizer of the international conference ‘Ethnic diversity and social cohesion: Mechanisms, conditions and causality’, WZB Berlin. Co-editor of resulting book with Routledge
- 2009 Organizer of the International IMISCOE workshop ‘Matching context and capacity. The economic integration of immigrants’, Florence, June 11–12

PUBLICATIONS

CITATIONS: 2099; H-INDEX: 22 ([GOOGLE SCHOLAR](#), OCTOBER 2020)

BOOKS & SPECIAL ISSUES

- Lancee, B. (ed.) (2019). Ethnic discrimination in the labour market: Comparing groups across contexts. Results from a cross-national field experiment. Special issue in *Journal of Ethnic and Migration Studies*.
- Koopmans, R., Lancee, B. and Schaeffer, M. (eds.) (2015). *Social cohesion and immigration in Europe and North America. Mechanisms, conditions and causality*. New York/London: Routledge.
- Lancee, B. (2012). *Immigrant performance in the labour market. Bonding and bridging social capital*. Amsterdam: Amsterdam University Press.

PEER REVIEWED JOURNAL ARTICLES

- Thijssen, L., Coenders, M. and Lancee, B. (2020). Is there evidence for statistical discrimination against ethnic minorities in hiring? Evidence from a cross-national field experiment. *Social Science Research*. <https://doi.org/10.1016/j.ssresearch.2020.102482>.
- Thijssen, L., Coenders, M. and Lancee, B. (conditionally accepted). Ethnic discrimination in the Dutch labor market: Differences between ethnic minority groups and the role of personal information about job applicants. Evidence from a field experiment. *Journal of International Migration and Integration*.
- Lössbroek, J., Lancee, B., Van der Lippe, T. and Schippers, J. (2020). Age discrimination in hiring decisions: A factorial survey among managers in nine European countries. *European Sociological Review*, DOI: 10.1093/esr/jcaa030
- Di Stasio, V., and Lancee, B. (2020). Understanding why employers discriminate, where and against whom: The potential of cross-national, factorial and multi-group field experiments. *Research in Stratification and Mobility*, 65, 100463, 1–11.
- Lancee, B. (2019). Ethnic discrimination in hiring: Comparing groups across contexts. Results from a cross-

- national field experiment. *Journal of Ethnic and Migration Studies*. DOI: 10.1080/1369183X.2019.1622744.
- Di Stasio, V., Lancee, B., Veit, S., & Yemane, R. (2019). Muslim by default or religious discrimination? Results from a cross-national field experiment on hiring discrimination. *Journal of Ethnic and Migration Studies*. DOI 10.1080/1369183X.2019.1622826.
- Tijssen, L., Lancee, B., Veit, S., and Yemane, R. (2019). Discrimination against Turkish minorities in Germany and the Netherlands: Field experimental evidence on the effect of diagnostic information on labour market outcomes. *Journal of Ethnic and Migration Studies*. DOI: 10.1080/1369183X.2019.1622793.
- Tijssen, L., Coenders, M. and Lancee, B. (2019). Etnische discriminatie op de Nederlandse arbeidsmarkt: Verschillen tussen etnische groepen en de rol van beschikbare informatie over sollicitanten. *Mens & Maatschappij*, 94(2), 141–176.
- Tulin, M. Völker, B. and Lancee, B. (2019). The same place but different: How neighborhood context differentially affects homogeneity in networks of different social groups. *Journal of Urban Affairs*. DOI: 10.1080/07352166.2019.1578176.
- Lössbroek, J., Lancee, B., Van der Lippe, T. and Schippers, J. (2019). Understanding old-age adaptation policies in Europe. The influence of profit, principles and pressures. *Ageing & Society*, 39(5), 924–950.
- Tulin, M., Lancee, B. and Völker, B. (2018). Personality and social capital. *Social Psychology Quarterly*, 81(4) 295–318.
- Dicks, A. and Lancee, B. (2018). Double disadvantage in school? Children of immigrants and the relative age effect: A regression discontinuity design based on the month of birth. *European Sociological Review*, 34(3), 319–333.
- Heisig, J.P., Lancee, B. and Radl, J. (2018). Ethnic inequality in retirement income: A comparative analysis of immigrant-native gaps in western Europe. *Ageing & Society*. 38(10), 1963–1994.
→ Paper received the 'Friends of the WZB Berlin Social Science Center Award 2017'.
- Lancee, B. and Bol, T. (2017). The transferability of skills and degrees. Why the place of education affects immigrant earnings. *Social Forces*, 96(2), 691–716.
- Ten Berge, J., Lancee, B. and Jaspers, E. (2017). Can interethnic friends buffer the prejudice increasing effect of negative interethnic contact? A longitudinal study of adolescents in the Netherlands. *European Sociological Review*, vol. 33(3), 423–435.
- Lancee, B. (2016). The negative side effects of vocational education. A cross-national analysis of the relative unemployment risk of young non-western immigrants in Europe. *American Behavioral Scientist*, 60(5–6), 659–679.
- Lancee, B. (2016). Job search methods and immigrant earnings. A Longitudinal analysis of the role of bridging social capital. *Ethnicities*, 16(3), 349–367.
- Lancee, B. and Sarrasin, O. (2015). Educated preferences or selection effects? A longitudinal analysis of the impact of education attainment on attitudes towards immigrants. *European Sociological Review*, 31(4), 490–501.

- Notten, N., Lancee, B., Van de Werfhorst, H. and Ganzeboom, H. (2015). Educational stratification in cultural participation: Cognitive competence or status motivation? *Journal of Cultural Economics*, 39(2), 177–203.
- Lancee, B. and Radl, J. (2014). Volunteering over the life course. *Social Forces*, 93(2), 833–862.
- Lancee, B. and Seibel, V. (2014). Does rural origin affect immigrants' contact with natives? A study of Turks in six European countries. *Journal of Ethnic and Migration Studies*, 40(9), 1331–1353.
- Pardos–Prado, S., Lancee, B and Sagarzazu, I. (2014). Immigration and electoral change in mainstream political space. *Political Behavior*, 36(4), 847–875.
- Bol, T., Lancee, B. and Steijn, S. (2014). Income inequality and gambling. A panel study in the United States (1980–1997). *Sociological Spectrum*, 34(1), 61–75.
- Dewilde, C. and Lancee, B. (2013). Income inequality and access to housing in Europe. *European Sociological Review*, 29(6), 1189–1200.
- Lancee, B. and Pardos–Prado, S. (2013). Group conflict theory in a longitudinal perspective: Analyzing the dynamic side of ethnic competition. *International Migration Review*, 47(1), 106–131.
- De Vries, C., Hakhverdian, A. and Lancee, B. (2013). The dynamics of voters' left/right identification: The role of economic and cultural attitudes. *Political Science Research and Methods*, 1(2), 223–238.
- Lancee, B. and Radl, J. (2012). Social connectedness and the transition from work to retirement. *The Journals of Gerontology, Series B: Psychological Sciences and Social Sciences*, 67(4), 481–490.
- Lancee, B. and Van de Werfhorst, H.G. (2012). Income inequality and participation. A comparison of 24 European countries. *Social Science Research*, 41(5), 1166–1178.
- Lancee, B. (2012). The economic returns of bonding and bridging social capital for immigrant men in Germany. *Ethnic and Racial Studies*. 35(4), 664–683.
- Lancee, B. and Hartung, A. (2012). Turkish migrants and native Germans compared: The effect of inter-ethnic and intra-ethnic friendships on the transition from unemployment to work. *International Migration*, 51(1), 39–54.
- Lancee, B. and Dronkers, J. (2011). Ethnic, religious and economic diversity in Dutch neighbourhoods: explaining quality of contact with neighbours, trust in neighbourhood and inter-ethnic trust for immigrant and native residents. *Journal of Ethnic and Migration Studies*, 37(4), 597–618.
- Lancee, B. (2010). The economic returns of immigrants' bonding and bridging social capital. The case of the Netherlands. *International Migration Review*, 44(1), 202–226.
- Lancee, B. and Ter Hoeven, C. (2010). Self-rated health and sickness-related absence: the modifying role of civic participation. *Social Science & Medicine*, 70(4), 570–574.
- Lancee, B. and Dronkers, J. (2008). Etnische diversiteit, sociaal vertrouwen in de buurt en contact van allochtonen en autochtonen met de bureu. *Migrantenstudies*, 24(4), 224–249.
- Lancee, B. and Den Hond, F. (2002). Roltypen op het moment van de waarheid. Een onderzoek naar de rolvervulling van contactmedewerkers in de service encounter. *Management & Organisatie*, 58(6), 21–42.

CONTRIBUTIONS TO BOOKS

- Lössbroek, J., Schippers, J., Lancee, B. and Szucs, S. (2019). Which older workers participate in which personnel policies? In Van der Lippe, T. and Lippenyi, Z. (Eds.) *Investments in a sustainable workforce in Europe*. New York: Routledge.
- Sarrasin, O., Kuhn, T. and Lancee, B. (2018): What explains increasing Euroscepticism in Switzerland? A longitudinal analysis. In Tillmann, R. Voorpostel, M. and Farrago, P. (eds): *Social dynamics in Swiss society*. Life Course Research and Social Policies 9, pp. 203–214. New York: Springer.
- Lancee, B. (2017). Diversity, trust and social cohesion. In: *Trust at risk. Implications for EU policies and institutions*, pp.167–175. Brussels: European Commission, DG for Research and Innovation.
- Lancee, B. and Schaeffer, M. (2015). Moving to diversity. Residential mobility, changes in ethnic diversity and concern about immigration. In Koopmans, R., Lancee, B. and Schaeffer, M. (eds.) (2015). *Social cohesion and immigration in Europe and North America. Mechanisms, conditions and causality* (pp. 38–55). New York/London: Routledge.
- Koopmans, R, Lancee, B and Schaeffer, M. Ethnic diversity in diverse societies. An introduction. In Koopmans, R., Lancee, B. and Schaeffer, M. (eds.) (2015). *Social cohesion and immigration in Europe and North America. Mechanisms, conditions and causality* (pp. 1–19). New York/London: Routledge.
- Lancee, B., Gesthuizen, M. and Van de Werfhorst, H. (2015). Opleidingsverschillen in opvattingen over economische herverdeling in Nederland tussen 1975 en 2008, pp.195–215. In Van de Werfhorst, H. (ed.) *Een kloof van alle tijden. Verschillen tussen lager en hoger opgeleiden in werk, cultuur en politiek*. Amsterdam: Amsterdam University Press.
- Salverda, W., De Graaf-Zijl, M., Haas, C, Lancee, B. and Notten N. (2014). The Netherlands: Policy-enhanced inequalities tempered by household formation. In B. Nolan et al. (eds), *Changing inequalities and societal impacts in rich countries: Thirty countries' experiences* (pp.459–487). Oxford: Oxford University Press.
- Lancee, B. (2013). Social capital and labor market outcomes for immigrants. In Ness, I. (ed.), *The Encyclopedia of Global Human Migration*. Vol. 5, pp. 2777–2780. New York: Wiley–Blackwell.
- Lancee, B. and Dronkers, J. (2010). Ethnic diversity in the neighborhood and social trust of immigrants and natives: a replication of Putnam (2007) in a West–European country. In M. Hooghe (ed.), *Social Cohesion. Contemporary Theoretical Perspectives on the Study of Social Cohesion and Social Capital*, pp. 77–103. Brussels: Royal Academy of Belgium.
- Van der Wurff, R., Lauf, E. and Lancee, B. (2004). Online news services in the Netherlands. In Salaverría, R. and Sádaba, C. (eds.), *Towards New Media Paradigms*, pp. 865–887. Pamplona: Eunate.
- Van der Veer, C.G. and Lancee, B. (2000). *Een blik op Wetenschap– en Techniekcommunicatie. Een onderzoek naar effecten van decentralisatie van de publiciteitscampagne en de samenwerking van participanten rondom de Wetenschap en Techniek Week 2000*. Amsterdam: Stichting Culturele Studies.

Other

- Lancee, B. (2010). *The economic returns of immigrants' bonding and bridging social capital*. [Dissertation]. Florence: European University Institute.

Dronkers, J. and Lancee, B. (2009). Aandacht voor de Putnamhypothese is in het geheel niet overdreven. *Migrantenstudies*, 25(2), 155–162.

CONTRIBUTIONS TO THE PUBLIC DEBATE

Lancee, B. (July 2019). *Gediscrimineerde sollicitant kan weinig doen om baankans te vergroten*. (Press release). Articles/items in NOS 8 uur Journaal, RTL Nieuws, BNR Nieuws Radio, NOS Radio, Trouw, Algemeen Dagblad, Parool, Financieel Dagblad, Nederlands Dagblad, AT5, WNL Omroep.

Völker, B., Tulin, M. and Lancee, B. (26 March 2019). Sociaal kapitaal hang voor een deel af van persoonlijkheid. *Tijdschrift voor Sociale Vraagstukken*. Retrieved from <https://www.socialevraagstukken.nl/sociaal-kapitaal-hangt-voor-een-deel-af-van-persoonlijkheid/>

Lancee, B. (2013). Ängste, die Abwehr auslösen: Wer den Job verliert, neigt eher zu migranten-feindlichen Einstellungen. *WZB-Mitteilungen*, no. 142, pp. 16–17.

Lancee, B. Radio 1, Villa VPRO. Theme-broadcast Germany, 19–9–2013, 15:30–16:30.

Dronkers, J. and Lancee, B. (2008) De kwestie: helpt de middenklasse? [Debate: Can the middle class improve poor neighbourhoods?]. *Tijdschrift voor Sociale Vraagstukken*, September, pp.22–23.

Lancee, B. and Dronkers, J. (2008). 'Bij etnische mix kruipen mensen in hun schulp. Geen vertrouwen in de wijk. [Ethnic diversity promotes 'hunkering down'. No trust in the neighbourhood]. *NRC Handelsblad*, May 14th, p.7.

PAPERS IN PROGRESS

- Born into tolerance? Parental socialization and the educational divide in Euroscepticism (*R&R at Political Psychology*)
- An increasing urban–rural political divide in the Netherlands? Studying trends in political polarization in nationalistic attitudes (*R&R at Political Geography*)
- Phenotypic discrimination in Europe: Results from a comparative field experiment in Germany, the Netherlands and Spain (*Under review*)
- Ethnic hierarchies and cultural distance: Explaining ethnic discrimination in hiring behaviour. Results from a cross–national field experiment (*In preparation*)
- Gender discrimination in the hiring processes. Evidence from a cross–national harmonized field experiment (*under review*)
- Diverging ethnic hierarchies: The influence of right–wing authoritarianism on social distance evaluations (*In preparation*)
- Job mobility and wage inequality in the Netherlands – The role of temporary employment (*In preparation*)
- Does bias awareness predict the ultimate attribution error? Testing an intervention to reduce ethnic discrimination in hiring (*In preparation*)

DATA COLLECTION

2019–2024	VIDI Project. Bringing the context back in. Organization survey with survey experiment and vignettes among recruiters. Principal Investigator
2018	Explaining the ethnic hierarchy in social distance. A study of 36 minority groups in the Netherlands. (N=1,017). With Hannah Soinee. Co–PI
2016–2018	GEMM project: Comparative study of ethnic discrimination in hiring. Field experiments in the Netherlands, United Kingdom, Spain, Germany, and Norway (N=19,181). Principal Investigator

- Lancee, B., Birkelund, G., Coenders, M., Di Stasio, V., Fernandez Reino, M., Heath, A., Koopmans, R., Larsen, E., Polavieja, J., Ramos, M., Soiné, H., Thijssen, L., Veit, S. and Yemane, R. (2019). *The GEMM Study: A Cross-National Harmonized Field Experiment on Labour Market Discrimination. Codebook*. <http://dx.doi.org/10.2139/ssrn.3398273>
- Lancee, B., Birkelund, G., Coenders, M., Di Stasio, V., Fernandez Reino, M., Heath, A., Koopmans, R., Larsen, E., Polavieja, J., Ramos, M., Thijssen, L., Veit, S., Yemane, R. and Zwier, D. (2019). *The GEMM Study: A Cross-National Harmonized Field Experiment on Labour Market Discrimination: Technical Report*. <http://dx.doi.org/10.2139/ssrn.3398191>

SUPERVISION PHD CANDIDATES

- 2019 – present Tobias Sachs (University of Amsterdam). Daily supervisor.
- 2019 – present Katharina Stückradt (University of Amsterdam). Daily supervisor. With Dr. V. Di Stasio
- 2019 – present Twan Huijsmans (University of Amsterdam). With Prof. W. Van der Brug, Prof. S. De Lange and Dr. E. Harteveld
- 2018 – present Christoph Janietz (University of Amsterdam). With Dr. Thijs Bol
- 2015–2019 Marina Tulin (University of Amsterdam). With Prof. B. Völker (Defended: 14–2–2020)
- 2015–2019 Lex Thijssen (Utrecht University). Daily supervisor. With dr. M. Coenders and Prof. F. van Tubergen. (Defended: 27–2–2020)
- 2014–2018 Jelle Lössbroek (Utrecht University). Daily supervisor. With Prof. T. van der Lippe and Prof. J. Schippers (Defended: 11–1–2019)

SUPERVISION RESEARCH MASTER STUDENTS

- 2015 Jannes Ten Berge, Utrecht University (Currently PhD Candidate at Utrecht University)
- 2016 Alexander Dicks, Utrecht University (Currently PhD Candidate at Maastricht University)
- 2018 Hannah Soinee, University of Amsterdam (Currently PhD Candidate at University of Mannheim)

TEACHING

University of Amsterdam

- 2017–present Migration and citizenship (BA, lectures, coordination)
- 2017–2019 Immigrant integration and destination societies (BA, lectures and seminar)
- 2019 Research design seminar (REMA)
- 2018–present Internship coordinator and mentor (REMA)
- 2017 Theory Course ICS Graduate School (PhD)
- 2016 –2018 Ethnic discrimination in the labour market (MA, seminar)
- 2016–2017 Supervision BA, MA, REMA theses
- 2002–2006 ‘Quantitative Research Methods’, bachelor theses, ‘International Communication’, ‘Communication Policy’, ‘Globalization, Global Governance and Human Rights’, ‘Organizational Change’, ‘Introduction Academic Writing’, ‘Research Project’, ‘Introduction Communication Science’, ‘Media Economics’.

Utrecht University

- 2015 Immigrants, Integration and Policy (MA, lectures, coordination.)
- 2014–2015 Family and Social Inequality (REMA, lectures)
- 2015 Short exchange program Cologne/Mannheim (BA, coordination)
- 2014–2015 Supervision MA and REMA theses
- 2015 Social networks in Theory and Empirical Research (BA, tutorials)
- 2014–2015 Starting the Project, ICS writing course (PhD)
- 2014 Organizational Sociology (BA, Lectures and coordination)
- 2014 Psychological and Social Aspects of Organizations (BA, tutorials)

Humboldt University Berlin

2013 Migration and Integration in Comparative Perspective (MA, seminar)

OTHER

Language skills *Dutch*: native tongue, *English*: fluent. *German*: fluently spoken, *Italian*: beginner.

Membership Interuniversity Center for Social Science Theory and Methodology (ICS); cluster coordinator 'Ethnic and cultural diversity: Furthering integration and cohesion'
RC28 on Stratification and Inequality.

2018 Member Veni Selection Committee, The Netherlands Organisation for Scientific Research (NWO).

2016– present Editorial Advisory Board *Social Science Research*.

Reviewer *Acta Sociologica*, *American Behavioral Scientist*, *American Journal of Political Science*, *British Journal of Sociology*, *Comparative Political Studies*, *Ethnic & Racial Studies*, *European Sociological Review*, *International Migration Review*, *Journal of Ethnic and Migration Studies*, *Journal of International Migration and Integration*, *Journal of Research on Adolescence*, *Journal of Urban Affairs*, *Nonprofit and Voluntary Sector Quarterly*, *Research and Politics*, *Political Behavior*, *Political Studies*, *Population Research and Policy Review*, *Routledge*, *Sociology of Education*, *Social Forces*, *Social Problems*, *Social Science Research*, *The Sociological Quarterly*, *The Netherlands Organisation for Scientific Research (NWO)*, *Work Aging and Retirement*.

2013 Member doctoral dissertation jury for R. Cozijnsen, VU University Amsterdam.

2018 Member doctoral dissertation jury for Z. Wang, University College Dublin.

2015 Certificate Basic Teaching Qualification (BKO).