

# Benjamin Elbers · CV

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## Professional Positions

### Spotify

07/2022–present (Senior) Data Scientist

### Nuffield College, University of Oxford

10/2021–06/2022 Postdoctoral Prize Research Fellow (PPRF)

Affiliated Researcher, Leverhulme Centre for Demographic Science

## Education

### Columbia University

2021 Ph.D. Sociology

Title: “Understanding Segregation Change: Methods and Applications”

Committee: Thomas DiPrete (Advisor), Yao Lu, Shamus Khan, Heike Solga, Thijs Bol

2021 M.A. Statistics

2019 M.Phil Sociology

2017 M.A. Sociology

### The City University of New York, Graduate Center

2014-15 Visiting Ph.D. Student, Sociology (Fulbright Scholarship)

### Leuphana Universität Lüneburg

2014 B.A. *Kulturwissenschaften* (Sociology and Geography)

## Awards and Honors

2020 Inkeles Award for Outstanding Graduate Student Scholarship, Columbia University

2020 RC28 Sørensen Travel Award (Turku Meeting)

2019 GSAS Matching Travel Fund, Columbia University

2017 Summer Language Fellowship, Columbia University

2016-19 Stanley Spivack Memorial Fund Travel Award, Columbia University

2015-21 Paul F. Lazarsfeld Fellow, Columbia University, Columbia University

2014-15 Fulbright Scholarship for Graduate Study in the United States

2013-17 Studienstiftung des Deutschen Volkes

## Grants

2019-21 American Educational Research Association (AERA) Dissertation Grant (\$25,000)

2020-21 Horowitz Foundation for Social Policy Dissertation Grant, and John L. Stanley Award for the most outstanding policy-related project in history and ethics (\$6,500)

## Publications

### *Peer-reviewed journal articles*

**Benjamin Elbers.** 2024. “Explaining changes in US residential segregation through patterns of population change.” *Nature Cities*. doi: [10.1038/s44284-024-00032-w](https://doi.org/10.1038/s44284-024-00032-w)

Research briefing: “Minority-driven residential desegregation has outweighed majority-driven resegregation in the USA since 1990.” *Nature Cities*. doi: [10.1038/s44284-024-00039-3](https://doi.org/10.1038/s44284-024-00039-3)

Rob Gruijters, **Benjamin Elbers**, and Vijay Reddy. “Opportunity Hoarding and Elite Reproduction: School Segregation in Post-Apartheid South Africa.” Forthcoming in *Social Forces*. [SocArXiv](https://arxiv.org/abs/2308.10000)

**Benjamin Elbers** and Rob Gruijters. 2023. “Segplot: A New Method for Visualizing Patterns of Multi-Group Segregation.” *Research in Social Stratification and Mobility*. doi: [10.1016/j.rssm.2023.100860](https://doi.org/10.1016/j.rssm.2023.100860)

Douglas R. Leasure, Ridhi Kashyap, Francesco Rampazzo, Claire A. Dooley, **Benjamin Elbers**, Maksym Bondarenko, Mark Verhagen, Arun Frey, Jiani Yan, Evelina T. Akimova, Ma-soomali Fatehkia, Robert Trigwell, Andrew J. Tatem, Ingmar Weber, and Melinda C. Mills. 2023. “Nowcasting Daily Population Displacement in Ukraine through Social Media Advertising Data.” *Population and Development Review*. doi: [10.1111/padr.12558](https://doi.org/10.1111/padr.12558)

Luciana de Souza Leão, Flavio Carvalhaes, **Benjamin Elbers** and Thomas DiPrete. 2022. “The changing structure of school to work transition in Brazil.” *Civitas – Revista de Ciências Sociais* 22. doi: [10.15448/1984-7289.2022.1.42040](https://doi.org/10.15448/1984-7289.2022.1.42040)

Yao Lu., Xiaoguang Li, and **Benjamin Elbers**. 2022. “Education-Occupation Linkage in the Highly-Educated Workforce: Patterns and Sources of Difference by Race/Ethnicity.” *Work, Employment and Society*. doi: [10.1177/09500170221133714](https://doi.org/10.1177/09500170221133714)

**Benjamin Elbers.** 2021. “Trends in U.S. Residential Racial Segregation, 1990 to 2020.” *Socius: Sociological Research for a Dynamic World*. doi: [10.1177/23780231211053982](https://doi.org/10.1177/23780231211053982)

Media Coverage: [Wall Street Journal](https://www.wsj.com)

**Benjamin Elbers.** 2021. “A Method for Studying Differences in Segregation Across Time and Space.” *Sociological Methods & Research*. doi: [10.1177/0049124121986204](https://doi.org/10.1177/0049124121986204)

**Benjamin Elbers**, Thijs Bol, and Thomas DiPrete. 2021. “Training Regimes and Skill Formation in France and Germany: An Analysis of Change between 1970 and 2010.” *Social Forces* 99(3): 1113–1145. doi: [10.1093/sf/soaa037](https://doi.org/10.1093/sf/soaa037)

Jan P. Heisig, **Benjamin Elbers**, and Heike Solga. 2020. “Cross-national differences in social background effects on educational attainment and achievement: Absolute vs. relative inequalities and the role of tracking and vocational orientation.” *Compare* 50(2): 165-184. doi: [10.1080/03057925.2019.1677455](https://doi.org/10.1080/03057925.2019.1677455)

Mathijs de Vaan, **Benjamin Elbers**, and Thomas A. DiPrete. 2019. “Obscured transparency? Compensation benchmarking and the biasing of executive pay.” *Management Science* 65(9): 4299–4317. doi: [10.1287/mnsc.2018.3151](https://doi.org/10.1287/mnsc.2018.3151)

### ***Work in progress***

“Orthogonal Polynomial Contrasts and Applications to Age-Period-Cohort Models” [SocArXiv](#)

“Local Segregation Scores of Entropy-Based Segregation Indices” [SocArXiv](#)

“Did Residential Racial Segregation in the U.S. Really Increase? An Analysis Accounting for Changes in Racial Diversity” [SocArXiv](#)

“Why are there so few Women CEOs and Directors? Gender biases in the careers of executives” (with Greer Mellon and Thomas DiPrete, Working paper available upon request)

“Social Change: One Funeral at a Time? A re-evaluation of APC models and cohort replacement decompositions.” (with Jonathan Mellon)

“Application Strategies of Aspiring Medical Students in Germany.” (with Claudia Finger and Heike Solga).

### ***Short pieces on statistics***

Encouragement Designs and Instrumental Variables for A/B Testing (24 August 2023, [Spotify R&D Engineering Blog](#))

Understanding regression coefficients and multicollinearity through the standardized regression model (8 January 2020, [Personal blog](#))

### **Selected Presentations**

- 2021 RC 28 Meeting, Turku • PAA Annual Meeting, St. Louis
- 2020 ECSR Meeting, Amsterdam • RC 28 Meeting, Turku • AERA Meeting, San Francisco (all cancelled/postponed due to Covid-19) • Wissenschaftszentrum Berlin, “Explaining Change in Residential Racial Segregation: A Demographic Decomposition Approach”
- 2019 RC 28 Meeting, Princeton, NJ, “Residential mobility and the reproduction of residential segregation in the U.S.” • ASA Meeting, New York City, NY, “A Method for Studying Difference in Segregation Levels Across Time and Space” and “Gender and the career structures of CEOs” • PAA Annual Meeting, Austin, TX, “Training Regimes and Skill Formation in France and Germany: An Analysis of Change between 1970 and 2010” • RC 28 Meeting, Frankfurt, “Training Regimes and Skill Formation in France and Germany: An Analysis of Change between 1970 and 2010” and “A Method for Studying Difference in Segregation Levels Across Time and Space”
- 2018 ECSR Spring School, Torino, “Training Regimes and Skill Formation in France and Germany: An Analysis of Change between 1970 and 2010” • Wissenschaftszentrum Berlin, “Obscured Transparency? Compensation benchmarking and the biasing of executive pay”
- 2017 RC28 Meeting, Cologne, “Gender and the career structures of CEOs”
- 2016 Keynote Presentation with T. DiPrete, 38. Kongress der Deutschen Gesellschaft für Soziologie, Bamberg, “School-to-work linkages in France and Germany: A comparative-historical perspective, 1970-2006” • Keynote Presentation with T. DiPrete and Thijs Bol, RC28 Meeting, Bern, “School-to-work linkages in France and Germany: A comparative-historical perspective, 1970-2006”

## Visiting Researcher

University of Amsterdam, Department of Sociology, 06/2019

University of Melbourne, School of Social and Political Sciences, 02/2018 and 01-02/2019

Wissenschaftszentrum Berlin, Research Unit “Skill Formation and Labor Markets”, 06-08/2016 and 08/2017-01/2018

## Teaching

“Shapley Decomposition” (invited 1-day workshop), European Doctoral School of Demography, Centre for Demographic Studies, Universitat Autònoma de Barcelona, May 2022

“Introduction to R for the Social Sciences” (invited 3-day workshop), Wissenschaftszentrum Berlin, May 2021

“Global Urbanism” (Teaching assistant with separate discussion class), Columbia University, Fall 2018

“Panel Data Analysis” (invited 2-day workshop), University of Melbourne, February 2018

“Methods for Social Research” (Teaching assistant), Columbia University, Spring 2016

## Service

R packages:

[segregation](#): compute and decompose entropy-based segregation measures

[tidylog](#): provides feedback for common data analysis tasks

[shapley](#): compute Shapley value decompositions