

Nicholas Rounding

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Education

Maastricht University - Research Centre for Education and Labour Markets (ROA) <i>PhD Candidate in Economics</i> Working Title: <i>How do new technologies affect the working world?</i>	Nov 2021 – Nov 2025
University of Sussex - Science Policy Research Unit <i>MSc Sustainable Development, Distinction</i>	Sep 2020 – Sep 2021
University of Dundee <i>BA Politics, 2:1</i>	Sep 2012 – Jun 2016

Research Statement

My research explores how emerging technologies, particularly artificial intelligence, are reshaping work, skills, and labour demand. I use observational, experimental and quasi-experimental methods to study AI's impact in diverse settings such as customer service, manufacturing, and healthcare. My work combines quantitative and qualitative approaches, and aims to inform both academic debates and policy decisions on the future of work and technology adoption.

Professional Experience

Postdoctoral Researcher , ROA, Maastricht University – Maastricht, NL	Nov 2025 – Present
Technical Applications Analyst , Castleton Technology – Birmingham, UK	Nov 2018 – Sep 2020
Applications Analyst , Advanced – Birmingham, UK	Jul 2016 – Nov 2018

Publications & Pre-Prints

- Fouarge et al (2026), How AI-Augmented Training Improves Worker Productivity, IZA Discussion Paper, [URL](#) [R&R at *American Economic Journal: Applied*]
- Rounding, Arif, Berg et al (2026), *Does a General-Purpose Large Language Model Improve Physicians' Clinical Reasoning? Evidence and Considerations for Policy from a Randomized Trial in Indonesia, Kenya and the Netherlands*, ILO, [URL](#)
- Fregin, Eijkenboom, Özgul, Pardesi & Rounding (2026), *Artificial Intelligence in Firms: A Synthesis of Micro-Level Evidence on Productivity, Work, and Skills*, ROA Policy Brief 002E, Maastricht University, [URL](#) [Policy Brief]
- Akcan, Groep, Ritzen & Rounding (2025), *A Strategy for Cybersecurity and Digital Sovereignty for the Netherlands (2025–2035): Contribution to a Coalition Agreement*, UNU-MERIT, [URL](#)
- Rounding et al (2025), Impact of LLM Assistance on Physicians Decision Making, medRxiv, [URL](#) [R&R at *npj Digital Medicine*]
- Fregin et al (2025), *Experiences with experimental research: Lessons Learned from a co-creative research project on AI effects in companies*, ROA External Reports, [URL](#)
- Dijksman et al (2024), *Artificial Intelligence in the Workplace: How AI-Supported Training Changes Customer Service Conversations*, IAB Forums Bericht, DOI: [10.48720/IAB.FOO.20241008.01](#)
- Fleck, Ozgul & Rounding (2023), *Artificial Intelligence in hiring: friend or foe*, ROA External Reports [URL](#)

Ongoing Research

- When Copilot Enters the Organisation: Evidence from within the firm with Marie-Christine Fregin, Danique Eijkenboom, Didier Fouarge, Mantej Pardesi, Sander Dijksman & Sanne Steens
- AI Adoption and Productivity: Evidence from plant-level data with Marie-Christine Fregin, Didier Fouarge, Pelin Ozgul [Target journal: *Research Policy*]
- Technological Substitution of Low Wage Work: Evidence from Germany [Job Market Paper. Target journal:]

Presentations

ESPE Conference, Naples, Italy	2025
AI and the Future of Work Conference, Philadelphia, USA	2025
Atlanta Conference on Science and Innovation Policy, Atlanta, USA	2025
Learning & Work Seminar, Maastricht University, Netherlands	2025
ai:conomics Policy Conference, Berlin, Germany	2024
BIBB-IAB-ROA Conference, Nuremberg, Germany	2024
PhD Conference, Maastricht University, Netherlands	2024
Fast Forward Leadership Program, Maastricht University, Netherlands	2024
SBE Science Slam, Maastricht University	2024
IAB PhD Workshop, Nuremberg, Germany	2023
Eu-SPRI Conference, Brighton, England	2023

Courses & Research Stays

AI for Science, Technology, Innovation and Policy Winter School, University of Manchester	2023
Research Stay, IAB, Germany	2023
Fall Seminar in Computational Social Sciences, GESIS, Germany	2022
Economics of Strategy & Innovation, Maastricht University/KU Leuven	2022
Research Strategy, Maastricht University	2022
Research Stay, IAB, Germany	2022

Grants

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- The Big Unknown project - A Journey into Generative AI's Transformative Effect on Professions, starting with Medical Practitioners, Co-Applicant, *Global Partnership on Artificial Intelligence (GPAI)*, €160.000
 - The Big Unknown project - A Journey into Generative AI's Transformative Effect on Professions, starting with Medical Practitioners, Co-Applicant, *UM-BIC Interdisciplinary Seeding Grant*, €5.000

Teaching

Business & Politics in the EU, Maastricht University	2022
Guest Lecture, Catholic University of Eichstaett-Ingolstadt	2022

Research Community Activities

Organiser ROA Internal Seminar Series	2023 - Present
Organiser and Participant: Workshop on AGI in Higher Education, MINDS Network	2025
Project Lead: The Big Unknown project – A Journey into Generative AI's Transformative Effect on Professions, starting with Medical Practitioners	2024
Maastricht University SBE PhD Committee Member	2023
Organised & Hosted SBE Science Slam	2023
Maastricht University SBE PhD Committee Member	2022-2024

Skills

Software

- **Advanced:** Stata, SQL, Large Language Models, Microsoft Office, Latex
- **Proficient:** Linux/Unix shell, R, Python, Qualtrics

Languages

- English (native), Dutch (A2), German (A1)