

CURRICULUM VITAE

Munich, April 23, 2020

Personal Details

Name: **Florian Englmaier**
Date of Birth: 6th July 1974
Place of Birth: Rosenheim (Germany)
Nationality: German
Family status: married, one daughter

Contact

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EMPLOYMENT

since 09/2013 Full Professor (W3) for Organizational Economics at LMU Munich
2012 – 2013 Full Professor (W3) for Organizational Economics at the University of Würzburg
01 – 12/2011 Full Professor (W3) for Organizational Economics at the University of Konstanz
08 – 09/2010 Visiting Scholar at the Kellogg School of Management, Northwestern University
2009 – 2010 Assistant Professor (W1) for Organizational Economics at LMU Munich
2007 – 2009 Assistant Professor (C1) at the Department of Economics at LMU Munich
03 – 06/2007 Visiting Scholar at the Graduate School of Business, Stanford University
2006 – 2007 Visiting Scholar at Harvard Business School
2005 – 2006 PostDoc in Organizational Economics at Harvard University
02 – 04/2005 PostDoc at ELSE at the University College London (UCL)

ACADEMIC QUALIFICATION

2000 – 2005 PhD (Dr. oec. publ.; *summa cum laude*), LMU Munich, Thesis Title:
The Effects of Preference Characteristics and Overconfidence on Economic Incentives
2002 - 2003 Marie Curie Fellow at University College London (UCL)
1996 - 2000 Diplom-Volkswirt (equiv. MSc in Economics), LMU Munich

RESEARCH AND TEACHING INTERESTS

Primary: Organizational Economics, Industrial Organization, Contract Theory
Secondary: Behavioral Economics, Political Economics, Experimental Economics

GRANTS / HONORS / SCHOLARSHIPS

2017 – Principal Investigator and Board Member of Collaborative Research Center (SFB) “RATIONALITY AND COMPETITION” funded (ca. €10,000,000) by the DFG
2017 – Principal Investigator and Director of Graduate Program “MASTER IN QUANTITATIVE ECONOMICS” funded (ca. €3,000,000) by the Elitenetwork of Bavaria
2013 – Principal Investigator and Co-Director International Graduate Programme “EVIDENCE BASED ECONOMICS” funded (ca. €4,000,000) by the Elitenetwork of Bavaria
2013 – Principal Investigator and Co-Director of the “ORGANIZATIONS RESEARCH GROUP” (ORG) funded by LMU’s Excellence Fund
2013 – 2014 Research Grants from the Fritz-Thyssen-Stiftung (€10,000 for 2013, €15,000 for 2014)
2008 – various Research Grants from the Deutsche Forschungsgemeinschaft (DFG) via SFB/TR-15 and CRC/TR-190
2008 Research Grant (€4,000) from the Carl Friedrich von Siemens Stiftung
2006 PostDoc Scholarship from the Deutsche Forschungsgemeinschaft (DFG)
2005 Nomination for the University Dissertation Prize of LMU Munich
2002 - 2003 Marie Curie Fellowship at University College London (UCL)
2000 “Alumni Prize for Young Economists” for the 3rd best exam of the year
1996 - 2000 Scholarship for outstanding students from the Free-State of Bavaria

since 2002 several travel grants from the Verein für Socialpolitik, the Institute for Advanced Studies (Hebrew University Jerusalem), the Royal Economic Society, the German Central Bank (Deutsche Bundesbank), the Swiss National Bank (Schweizerische Nationalbank), the European Economic Association, and the Deutsche Forschungsgemeinschaft (DFG)

MEMBERSHIPS

Research Fellow: Center for Economic Policy Research (CEPR), CESifo Research Network, Institute for the Future of Labour (IZA), Organizations Research Group (ORG), Committee for Organizational Economics (Verein für Socialpolitik), Committee for Industrial Economics (Verein für Socialpolitik), Committee for the Theory of the Firm (Verein für Socialpolitik), MELESSA “Munich Experimental Laboratory for Economic and Social Sciences”, Munich Risk and Insurance Center

Research Associate: ZEW Mannheim

Member: European Economic Association, American Economic Association, Econometric Society, Verein für Socialpolitik, Society for Institutional and Organizational Economics (SIOE)

PUBLISHED AND ACCEPTED PAPERS

“MANAGERIAL PAYOFF AND GIFT EXCHANGE IN THE FIELD” (with S. Leider), 2020, forthcoming in the *Review of Industrial Organization*, Vol. 56, pp. 259-280

“SIZE MATTERS: HOW OVER-INVESTMENTS RELAX LIQUIDITY CONSTRAINTS IN RELATIONAL CONTRACTS (with M. Fahn), 2019, *Economic Journal*, Vol. 129(624), pp. 3092 - 3106

“ORGANIZATION DESIGN AND FIRM HETEROGENEITY: TOWARDS AN INTEGRATED RESEARCH AGENDA FOR STRATEGY” (with N. Foss, T. Knudsen, and T. Kretschmer), 2018, *Organization Design (Advances in Strategic Management*, Vol. 40), Emerald Publishing Limited, pp. 229-252

“ELECTORAL CYCLES IN SAVINGS BANK LENDING” (with T. Stowasser), 2017, *Journal of the European Economic Association*, Vol. 15(2), pp. 297 - 354

“PRICE DISCONTINUITIES IN AN ONLINE USED CAR MARKET” (with A. Schmöller and T. Stowasser), 2016, *Management Science*, Vol. 64(6), pp. 2754 - 2766

“THE ROLE OF COMMUNICATION OF PERFORMANCE SCHEMES: EVIDENCE FROM A FIELD EXPERIMENT” (with A. Roider and U. Sunde), 2017, *Management Science*, Vol. 63(12), pp. 4061 - 4080

“RESILIENCE TO NATURAL CATASTROPHES – INSURANCE PENETRATION, INSTITUTIONS, AND ECONOMIC DEVELOPMENT” (with M. Breckner, T. Stowasser, and U. Sunde), 2016, *Economics Letters*, Vol. 148, pp. 106 - 110

“SOCIAL DILEMMAS IN THE LABORATORY AND IN THE FIELD” (with G. Gebhardt), 2016, *Journal of Economic Behavior & Organization*, Vol. 128, pp. 85 - 96

“COMPLEMENTARITIES OF HRM PRACTICES – A CASE FOR A BEHAVIORAL ECONOMICS PERSPECTIVE” (with K. Schüßler), 2016, *Journal of Institutional and Theoretical Economics (JITE)*, Vol. 172(2), pp. 312 - 341

“RECIPROCITY IN ORGANIZATIONS - EVIDENCE FROM THE UK” (with T. Kolaska and S. Leider), 2016, *CESifo Economic Studies*, Vol. 62(3), pp. 522 - 446

“OPTIMAL INCENTIVE CONTRACTS FOR KNOWLEDGE WORKERS” (with G. Mühlheusser and A. Roider), 2014, *European Economic Review*, Vol. 67, pp. 82 - 106

“BIASED MANAGERS AS STRATEGIC COMMITMENT” (with M. Reisinger), 2014, *Managerial and Decision Economics*, Vol. 35, pp. 350 - 356

“WORKER CHARACTERISTICS AND WAGE DIFFERENTIALS: EVIDENCE FROM A GIFT-EXCHANGE

EXPERIMENT” (with S. Strasser and J. Winter), 2014, *Journal of Economic Behavior & Organization*, Vol. 97, pp. 185 - 203

“CONTRACTUAL AND ORGANIZATIONAL STRUCTURE WITH RECIPROCAL AGENTS” (with S. Leider), 2012, *American Economic Journal: Microeconomics*, Vol. 4(2), pp. 146 - 183

“COMMITMENT IN R&D TOURNAMENTS VIA STRATEGIC DELEGATION TO OVEROPTIMISTIC MANAGERS,” , 2011, *Managerial and Decision Economics*, Vol. 32(1), pp. 63 - 69

“OPTIMAL INCENTIVE CONTRACTS UNDER INEQUITY AVERSION” (with A. Wambach), 2010, *Games and Economic Behavior*, Vol. 69, pp. 312 - 328

“INCENTIVES, REPUTATION AND THE ALLOCATION OF AUTHORITY” (with A. Filipi and R. Singh), 2010, *Journal of Economic Behavior & Organization*, Vol. 76, pp. 413 - 427

“MANAGERIAL OPTIMISM AND INVESTMENT CHOICE,” 2010, *Managerial and Decision Economics*, Vol. 31(4), pp. 303 - 310

“THE CHOPSTICK AUCTION - AN EXPERIMENTAL STUDY OF THE EXPOSURE PROBLEM IN AUCTIONS” (with P. Guillen, L. Llorente, S. Onderstal, R. Sausgruber), 2009, *International Journal of Industrial Organization*, Vol. 27(2), pp. 286 - 291

“A MODEL OF STRATEGIC DELEGATION IN CONTESTS BETWEEN GROUPS” (with S. Brandauer), 2009, *Review of Economic Design*, Vol. 13(3), pp. 205 - 232

“INFORMATION, COORDINATION AND THE INDUSTRIALIZATION OF COUNTRIES” (with M. Reisinger), 2008, *CESifo Economic Studies*, Vol. 54, pp. 534 - 550

SUBMITTED AND FINISHED RESEARCH PAPERS

“THE EFFECT OF INCENTIVES IN NON-ROUTINE ANALYTICAL TEAM TASKS - EVIDENCE FROM A FIELD EXPERIMENT” (with S. Grimm, D. Schindler, and S. Schudy), 2018; reject and resubmit at the *Journal of Political Economy*

“LONG-TERM EMPLOYMENT RELATIONS WHEN AGENTS ARE PRESENT-BIASED” (with M. Fahn and M.A. Schwarz), 2020

“UNIONS, COMMUNICATION, AND COOPERATION IN ORGANIZATIONS” (with M. Breu and C. Segal), 2014; invited for re-submission to the *Journal of Institutional and Theoretical Economics*

“RELATIONAL CONTRACTS IN THE MARKET: THE LURE OF RELATIONSHIPS” (with C. Segal), 2018

“COMPLEXITY AND DISTRIBUTIVE FAIRNESS INTERACT IN AFFECTING COMPLIANCE BEHAVIOR” (with C. Bellemare and M. Deversi), 2019

“GIFT EXCHANGE IN THE LAB - IT IS NOT (ONLY) HOW MUCH YOU GIVE ...” (with S. Leider), 2012, CESifo Working Paper No. 2944

WORK IN PROGRESS

Management Practices

“MANAGEMENT PRACTICES AND FIRM PERFORMANCE DURING THE GREAT RECESSION – EVIDENCE FROM SPANISH SURVEY DATA” (with J.E. Galdon-Sanchez, R. Gil, and M. Kaiser)

“CHARTING MANAGERIAL PRACTICES IN THE GERMAN PUBLIC SECTOR” (with G. Mühlheusser, A. Roeder, and N. Wallmeier)

“(HOW) DO CLUSTERS OF MANAGEMENT PRACTICES CHANGE OVER TIME?ÆÆ (with A. Niedermaier, M. Hofmann, and S. Wolter)

Performance in Non-Routine Analytical Team Tasks

“A FIELD EXPERIMENT ON LEADERSHIP AND TEAM PERFORMANCE IN NON-ROUTINE ANALYTICAL TEAM TASKS” (with S. Grimm, D. Grothe, D. Schindler, and S. Schudy)

“TOURNAMENT AND RANK INCENTIVES IN NON-ROUTINE ANALYTICAL TEAM TASKS” (with S. Grimm, D. Grothe, D. Schindler, and S. Schudy)

Behavioral Contracting

“HIRING DREAMERS” (with T. Kretschmer and E. Manna)

“PAYING AND INCENTIVIZING AGENTS WITH REFERENCE-DEPENDENT PREFERENCES” (with F. Peterhammer and T. Stowasser)

“COMPETITION AND RECIPROCITY BASED INCENTIVES EVIDENCE FROM LAB EXPERIMENTS” (with D. Grothe and S. Leider)

Political Economics

“POWER POLITICS–ELECTORAL CYCLES IN GERMAN ELECTRICITY PRICES” (with L. Hinreiner, A. Roeder, and T. Stowasser)

Behavioral IO

“PRICE DISCONTINUITIES IN ONLINE AUCTIONS - DISENTANGLING SEARCH COSTS AND LIMITED ATTENTION” (with A. Schmöller and T. Stowasser)

“DETERMINANTS AND EFFECTS OF RESERVE PRICES IN HATTRICK AUCTIONS” (with A. Schmöller and T. Stowasser)

NON-REFEREED PUBLICATIONS

“PEOPLE ANALYTICS – PERSONALDATEN ALS ERFOLGSFAKTOR” (with T. Biemann, D. Sliwka, and I. Weller), 2017, *PERSONALquarterly*, , Vol. 69(3), pp. 8-15

“SYMPOSIUM ON EVIDENCE-BASED MANAGEMENT: EDITORIAL PREFACE” (with G. Friebe, G. Muehlheusser, and A. Roeder), 2016, *Journal of Institutional and Theoretical Economics (JITE)*, Vol. 172(2), 305-311

“ELECTORAL CYCLES IN GERMAN PUBLIC-BANK LENDING” (with T. Stowasser), 2015, *International Banker Magazine*

“BEHAVIOURAL INCENTIVES – ALTERNATIVEN ZU PAY-FOR-PERFORMANCE ANREIZEN” (with T. Kolaska), 2015, *PERSONALquarterly*, Vol. 67(3), pp. 16-21

“ORGANIZATIONAL ECONOMICS” (with M. Micevski), Chapter 6.28.62. for UNESCO’s Encyclopedia of Life Support Systems (EOLSS)

“INTRODUCTION TO THE SYMPOSIUM ON EXECUTIVE PAY” (with G. Illing and E. Sadka), 2009, *CEifo Economic Studies*, Vol. 55, pp. 399-404

“A BRIEF SURVEY ON OVERCONFIDENCE”, 2006, (in *BEHAVIORAL FINANCE - AN INTRODUCTION*, Editor: Satish D; ICAFI University Press)

“A SURVEY ON MORAL HAZARD, CONTRACTS, AND SOCIAL PREFERENCES”, 2005, (in *PSYCHOLOGY, RATIONALITY AND ECONOMIC BEHAVIOUR: CHALLENGING STANDARD ASSUMPTIONS*, Editors: Bina Agarwal and Alessandro Vercelli; Palgrave MacMillan)

INVITED LECTURES, PLENARY SESSIONS, AND KEYNOTE SPEECHES

2019 Innovation Growth Lab (IGL) Global Conference (Berlin/D); 7th Swiss Young Researchers Workshop in Behavioural Economics and Experimental Research (Kandersteg/CH); German Economic Association for Business Administration GEABA (Vallendar/D)

2018 ^{2nd} Workshop on Experimental Economics and Entrepreneurship (CBS Copenhagen/DK); European Economic Association (Cologne/D); 2nd Workshop in Advances in Political Economy and Public Economics (Max Planck Institute for Tax Law and Public Finance Munich/D); Behavioral Personnel Economics Workshop and Industry Summit (Santiago de Chile)

2014 German Economic Association for Business Administration GEABA (Regensburg/D)

2013 Zurich Workshop in Economics (Schaffhausen/CH); SFB/TR-15 Young Researchers Con-

ference (Munich/D)

PRESENTATIONS AT CONFERENCES AND SEMINARS

P=Presentation, D=Discussion, C=Session Chair, O = Organizer, S = Summer School

2020 Cambridge University (Cambridge/UK, P); CERGE Prague (Prague/CZ, P) *scheduled*: Tilburg University (Tilburg/NL, P), Mines ParisTech (Paris/F, P), IESEG/Université de Lille (Lille/F, P) **2019** Bocconi University (Milan/I, P); MIT Sloan School of Management (Cambridge/USA, P); International Industrial Organization Conference (Boston, MA/USA, P); Harvard Business School (Cambridge/USA, P); Birmingham University (Birmingham/UK, P); Workshop “Natural Experiments and Controlled Field Studies” (Ohlstadt/D, O); Barcelona GSE Summer Forum “Organizational Economics” (Barcelona/ESP, P); Conference of the Society for Institutional and Organizational Economics/SIOE (Stockholm/P); 8th CEPR Workshop on Incentives, Management and Organization (London/UK, D); 6th CRC/TR-190 Conference (Tutzing/D, C, P); 8th Field Days: Experiments Outside The Laboratory (INSEAD Fontainebleau/F, P); CESifo and LINER-AUEB Conference on The Effects of the Digital Transformation on the Workplace and the Labor Market (Munich/D, O) **2018** ESMT (Berlin/D, P); Colloquium on Personnel Economics (Munich/D, O); 28th Tax Day/Max Planck Institute for Tax Law and Public Finance (Munich/D, P); 3rd CRC/TR-190 Conference (Berlin/D, P); NBER Organizational Economics Working Group Meeting (Boston, MA/USA, P); 2nd Workshop on Experimental Economics and Entrepreneurship (Copenhagen/DK, P); University of Bamberg (Bamberg/D, P); Erasmus University Rotterdam (Rotterdam/NL, P); CESifo Venice Summer Institute “Evidence-Based Policy Advice” (Venice/I, O); Workshop “Natural Experiments and Controlled Field Studies” (Ohlstadt/D, O); Conference of the Society for Institutional and Organizational Economics/SIOE (Montreal/CA); INSEAD (Fontainebleau/F, P); 4th Lectures in the Economics of Organization and Human Resources (LEOH) (Hamburg/D, O); UC3M (Madrid/ESP, P); 4th CRC/TR-190 Conference (Ohlstadt/D, C, P); University of Cologne (Cologne/D, P); Behavioral Personnel Economics Workshop and Industry Summit (Santiago de Chile) **2017** University of Hamburg (Hamburg/D, P); University of Marburg (Marburg/D, P); Colloquium on Personnel Economics (Zurich/CH, P,D,O); 5th “Kongress für Arzneimittelinformation” (Cologne/D, P); Central European University (Budapest/HUN, P); CESifo Area Conference Applied Microeconomics (Munich/D, P), Conference “The Role of the Firm in the Labor Market” (Berlin/D, P); 1st CRC/TR-190 Conference (Berlin/D, P); Johns Hopkins University/Carey School of Business (Baltimore/USA, P); NBER Organizational Economics Working Group Meeting (Boston, MA/USA, D); London School of Economics (London/UK, P); Workshop “Natural Experiments and Controlled Field Studies” (Ohlstadt/D, O); Karlsruhe Institute of Technology (Karlsruhe/D, P); 3rd Lectures in the Economics of Organization and Human Resources (LEOH) (Cologne/D, O,C); 2nd CRC/TR-190 Conference (Tutzing/D, P) University of Copenhagen (Copenhagen/DK, P) **2016** DICE (Düsseldorf/D, P); University of Warwick (Warwick/D, P); Rotman School of Management/University of Toronto (Toronto/CAN, P); University of Illinois Urbana Champaign (Urbana, IL/USA, P); Ross School of Business/University of Michigan (Ann Arbor, MI/USA, P); Bundesbank (Frankfurt/D, P); NBER Organizational Economics Working Group Meeting (Boston, MA/USA, D); Workshop “Natural Experiments and Controlled Field Studies” (Ohlstadt/D, O); Conference of the Society for Institutional and Organizational Economics/SIOE (Paris/F, C, P); Munich Summer Institute (Munich/D, D); University of Heidelberg (Heidelberg/D, P); Annual Conference “Verein für Socialpolitik” (Augsburg/D, P); 5th CEPR Workshop on Incentives, Management and Organization (Munich/D, C, O); University of Barcelona (Barcelona/ESP, P); University of Bonn (Bonn/D, P); University of Lausanne (Lausanne/CH, P) **2015** University of Dortmund (Dortmund/D, P); Annual Meeting of the Committee for Industrial Economics of the Verein für Socialpolitik (Berlin/D, D); Review of Economic Studies May Meetings (Munich/D, O); University of Paderborn (Paderborn/D, P); Workshop “Natural Experiments and Controlled Field Studies” (Ohlstadt/D, O); Conference of the International Society for New Institutional Economics/ISNIE (Cambridge, MA/USA, P); 1st Lectures in the Economics of Organization and Human Resources (LEOH) (Frankfurt/D, O,P); 4th CEPR Workshop on Incentives, Management and Organization (INSEAD/F, D); 2nd Workshop on Experimental Or-

ganization Science (Frankfurt/D, P); CESifo Area Conference Behavioural Economics (Munich/D, C, P); SFB/TR15 Meeting (Tutzing/D, C); University of Linz (Linz/AU, P); Christmas Meeting of German Economists Abroad (Munich/D, O) **2014** Annual Meeting of the Committee for Industrial Economics of the Verein für Socialpolitik (Hamburg/D, P); ETH Zurich (Zurich/CH, P); Personal-Ökonomisches Kolloquium (Cologne/D, P); NBER Organizational Economics Working Group Meeting (Boston, MA/USA, P); Annual Meeting of the Committee for the Theory of the Firm of the Verein für Socialpolitik (Bendorf/D, P); Workshop “Natural Experiments and Controlled Field Studies” (Ohlstadt/D, O); Third CEPR Workshop on Incentives, Management and Organization (Frankfurt/D, D); Workshop - Attention and Decision Making (Copenhagen/DK, P); CESifo Area Conference Behavioural Economics (Munich/D, C, P); University of Innsbruck (Innsbruck/A, P); University of Tübingen (Tübingen/D, P); University of St. Gallen (St. Gallen/CH, P) **2013** International Industrial Organization Conference (Boston/MA, P, D); Workshop “Natural Experiments and Controlled Field Studies” (Holzhausen/D, O); IZA Workshop on Behavioral Organizational Economics (Bonn/D, P); Annual Conference “Verein für Socialpolitik” (Düsseldorf/D, P); IIIrd ICT Conference (Munich/D, C); SFB/TR15 Meeting (Tutzing/D, P) **2012** International Industrial Organization Conference (Arlington/VI, P); University of Bern (Bern/CH, P); Universitat Autònoma (Barcelona/ESP, P); American Law and Economics Conference (Stanford/CA, P, C); UC Santa Barbara (Santa Barbara/CA, P); University of Southern California Marshall School of Business (Los Angeles/CA, P); UC Los Angeles Anderson School of Management (Los Angeles/CA, P); UC Santa Cruz (Santa Cruz/CA, P); University of Graz (Graz/A, P); Workshop “Natural Experiments and Controlled Field Studies” (Holzhausen/D, O); BGPE Research Meeting (Würzburg/D, O); University of Cologne (Cologne/D, P); Annual Conference “Verein für Socialpolitik” (Göttingen/D, C, D); University of Zurich (Zurich/CH, P); LSE/MRe Autumn Symposium (London/UK, P); MIT (Cambridge, MA/USA, P); Munich Behavioral Insurance Workshop (Munich/D, D) ; University of Regensburg (Regensburg/D, P); University of Nuremberg/IAB (Nuremberg/D, P) **2011** Personal-Ökonomisches Kolloquium (Zurich/CH, P); CESifo Area Conference Applied Micro (Munich/D, D); International Industrial Organization Conference (Boston, MA/USA, P); Harvard University (Cambridge/MA, P); University of Zurich (Zurich/CH, P); University of Mainz (Mainz/D, P); Workshop “Natural Experiments and Controlled Field Studies” (Holzhausen/D, O); Annual Conference German Economic Association for Business Administration GEABA (Zurich/CH, D, P); CESifo Area Conference Behavioural Economics (Munich/D, C, P); EWEBE Conference (Munich/D, P); Behavioural Personnel Economics Workshop (Mannheim/D, D, P); Munich Behavioral Insurance Workshop (Munich/D, D) **2010** Personal-Ökonomisches Kolloquium (Trier/D, P, C); WHU (Vallendar/D, P); University of Innsbruck (Innsbruck/A, P); University of Konstanz (Konstanz/D, P); University of Frankfurt (Frankfurt/D, P); *Science, Innovation, Firms and markets in a GLOBalized World: Research Meeting (SCIFI-GLOW)* (Budapest, P,D,C); Workshop “Natural Experiments and Controlled Field Studies” (Holzhausen/D, P,O); University of Würzburg (Würzburg/D, P); University of Regensburg (Regensburg/D, P); University of Chicago (Chicago, IL/USA, P); Kellogg School of Management (Evanston, IL/USA, P); Toulouse School of Economics (Toulouse/F, P) **2009** University of Mannheim (Mannheim/D, P); Toulouse School of Economics (Toulouse/F, P); University of Cologne (Cologne/D, P); University Paris Dauphine, Conference “Contracts, Firms, and Corporate Finance” in honour of Oliver Hart (Paris/France, P); Workshop “Natural Experiments and Controlled Field Studies” (Holzhausen/D, P,O); “Science, Innovation, Firms and markets in a GLOBalized World: Research Meeting (SCIFI-GLOW)” (Madrid/E, P); Econometric Society European Meeting ESEM (Barcelona/E, P); Annual Conference of the EEA (Barcelona/E, P); Annual Conference German Economic Association for Business Administration GEABA (Vallendar/D, P) **2008** Personal-Ökonomisches Kolloquium (Bonn/D, P); CESifo Area Conference Applied Micro (Munich/D, P); SFB/TR15 Meeting (Gummersbach/D, P,D); University of Zurich (Zurich/CH, P); European Summer Symposium in Economic Theory (Gerzensee/CH, P); Frontiers of Microeconomic Theory and Policy (Munich/D, D,C,O); Venice Summer Institute, Workshop on Executive Pay (Venice/I, D); Annual Conference “Verein für Socialpolitik” (Graz/A, P); Annual Conference German Economic Association for Business Administration GEABA (Augsburg/D, P); IZA

Workshop on Behavioral Labor Economics (Bonn/D, P,C); SFB/TR15 Meeting (Frauenchiemsee/D, D,C); Tinbergen Institute (Rotterdam/NL, P); University of Heidelberg (Heidelberg/D, P) **2007** University College London (London/UK, P); University of Bonn (Bonn/D, P); Boston University (Boston, MA/USA, P); International Industrial Organization Conference (Savannah, GA/USA, P,D,C); University of Amsterdam (Amsterdam/NL, P); Annual Conference German Economic Association for Business Administration GEABA (Tübingen/D, P); Annual Conference “Verein für Socialpolitik” (Munich/D, P); University Bern (Bern/CH, P) **2006** Personal-Ökonomisches Kolloquium (Zurich/CH, P); International Industrial Organization Conference (Boston, MA/USA, P,D); Society of Labor Economics SOLE (Boston, MA/USA, P); University of Cologne (Cologne/D, P); University of Berlin (Berlin/D, P); University of Bonn (Bonn/D, P); Econometric Society European Meeting ESEM (Vienna/A, P); Annual Conference of the EEA (Vienna/A, P); University of Stockholm (Stockholm/S, P); Annual Conference German Economic Association for Business Administration GEABA (Bielefeld/D, P); University of Amsterdam (Amsterdam/NL, P); Harvard Business School (Cambridge, MA/USA, P) **2005** London School of Economics (London/UK, P); Personal-Ökonomisches Kolloquium (Konstanz/D, P); Annual Conference of the Royal Economic Society (Nottingham/UK, P,C); Annual Meeting of the Austrian Economic Association (Innsbruck/A, P); Society of Labor Economics (SOLE) World Conference (San Francisco, CA/USA, P); International Economic Association World Congress (Marrakech/Morocco, P); Harvard (Cambridge, MA/USA, P); MIT (Cambridge, MA/USA, P); University of Guelph (Guelph/Canada, P) **2004** University of Innsbruck (Innsbruck/A, P); University of Augsburg (Augsburg/D, P); CESifo Area Conference on Industrial Organisation (Munich/D, D); European Science Days - Organizational Economics (Steyr/A, S); Annual Conference of the EEA (Madrid/E, P) **2003** European Science Days - Personnel Economics (Steyr/A, S); Summer School in Behavioral Economics (Trento/I, S); CEPR/WZB Conference on Markets and Political Economy (Berlin/D, D); Annual Conference “Verein für Socialpolitik” (Zurich/CH, P,D,C); Econometric Society European Meeting ESEM (Stockholm/S, P); Annual Conference of the EEA (Stockholm/S, P); University of Essex (Colchester/UK, P); Annual Conference of the Royal Economic Society (Warwick/UK, P,C) **2002** Summer School in Economic Theory, Hebrew University (Jerusalem/Israel, S); Zeuthen Workshop in Behavioral Economics (Copenhagen/DK, P); Annual Conference of LACEA (Madrid/E, P); Annual Conference of EALE (Paris/F, P); Annual Conference “Verein für Socialpolitik” (Innsbruck/A, P,D); International Economic Association World Congress (Lisbon/Portugal, P); Venice Summer Institute, Workshop on the Changing Organisation of Labor (Venice/I, P,D); CESifo Area Conference on Industrial Organization (Munich/D, D) **2001** BEAUTY, Summer School on Experimental Economics (Amsterdam/NL, S); European Science Days - Behavioral Economics (Steyr/A, S) **2000** International Summer School on Interactive Economic Decisions (Oberwesel/D, S); Annual Conference “Verein für Socialpolitik” (Berlin/D, D)

REFEREING

JOURNALS: Administrative Sciences - American Economic Journal: Applied Economics - American Economic Journal: Microeconomics - American Economic Review (*Excellence in Refereeing Award 2011*) - American Economic Review: Insights - B.E. Journal of Theoretical Economics - Bulletin of Economic Research - CESifo Economic Studies - Econometrica - Economic Inquiry - Economic Journal - Economic Modeling - Economica - Economics Letters - European Economic Review - European Journal of Political Economy - Experimental Economics - Games and Economic Behavior - Geneva Risk and Insurance Review - Industrial and Corporate Change - International Economic Review - International Journal of Industrial Organization - Japanese Economic Review - Journal für Betriebswirtschaft - Journal of Behavioral and Experimental Economics - Journal of Economic Behavior and Organization - Journal of Economic Psychology - Journal of Economic Theory - Journal of Economics and Management Strategy - Journal of Industrial Economics - Journal of Institutional and Theoretical Economics - Journal of Labor Economics - Journal of Law, Economics, and Organization - Journal of Risk and Insurance - Journal of the European Economic Association - Labour Economics - Management Science - Managerial and Decision Economics - Manchester School

- Metroeconomica - Organization Science - Perspektiven der Wirtschaftspolitik - Quarterly Journal of Economics - RAND Journal of Economics - Review of Economics and Statistics - Review of Economic Design - Review of Economic Studies - Review of Managerial Science - Scandinavian Journal of Economics - Strategic Management Journal - Theoretical Economics

CONFERENCES: 2010 Conference “Verein für Socialpolitik” (Kiel/D) - 2012 Conference “Verein für Socialpolitik” (Göttingen/D) - 2015 Personalökonomisches Kolloquium (Vienna/A) - 2016 HVB Pfingsttagung (Munich/D) - 2016 Conference “Verein für Socialpolitik” (Augsburg/D)) - 2017 Colloquium on Personnel Economics (Zurich/CH) - 2018 Colloquium on Personnel Economics (Munich/D) - 2019 Colloquium on Personnel Economics (Augsburg/D); Conference of the Society for Institutional and Organizational Economics/SIOE (Stockholm/S) - 2020 Strategic Management Society (London/UK)

RESEARCH COUNCILS: Alexander von Humboldt-Stiftung - Deutsche Forschungsgemeinschaft (DFG) - Economic and Social Research Council (ESRC) - European Research Council (ERC) - German Israeli Foundation - Israeli Science Foundation (ISF) - National Science Foundation (NSF) - Social Sciences and Humanities Research Council of Canada (SSHRC) - Union der deutschen Akademien der Wissenschaften - Volkswagenstiftung

OTHER PROFESSIONAL ACTIVITIES

2020 – Elected member of the Executive Board of the Society for Institutional and Organizational Economics (SIOE)

2019 – Head of Department, Department of Economics, LMU Munich

2019 – DFG Senate Committee for the evaluation of Graduate Programs

2018 – Co-Speaker *CAS^{LMU}* Research Focus “DEMOCRACY IN CRISIS”

2018 – Guest Associate Editor at MANAGEMENT SCIENCE

2018 – Program Committee of the Annual Conference of the “Verein für Socialpolitik” (Freiburg/D)

2018 – Local-Organizer of the *21st Colloquium on Personnel Economics (COPE)*

2017 – Principal Investigator and Director of Graduate Program “MASTER IN QUANTITATIVE ECONOMICS”

2017 – Principal Investigator and Board Member Collaborative Research Center (SFB) “RATIONALITY AND COMPETITION”

2016 – Vice-chairman of the *Committee for Organizational Economics* within the Verein für Socialpolitik

2016 – 2018 – Co-Speaker *CAS^{LMU}* Research Focus “EVIDENZBASIERTE PRAXIS IN MEDIZIN, BILDUNG & WIRTSCHAFT”

2016 – Local-Organizer of the *5th CEPR IMO Workshop*

2015 – Local-Organizer of the *12th Christmas Meeting of German Economists Abroad*

2015 – Co-Organizer (with D. Cantoni) of the Munich lag of the REVIEW OF ECONOMIC STUDIES MAY MEETINGS

2014 – Principal Investigator DFG GRK 1928 “MICRO-DETERMINANTS OF LABOUR PRODUCTIVITY”

2013 – Co-Director of the “ORGANIZATIONS RESEARCH GROUP” (ORG) at LMU

2013 – 2019 – Director of the “MUNICH GRADUATE SCHOOL OF ECONOMICS” (MGSE)

2013 – Principal Investigator and Co-Director Internationales Doktorandenkolleg “EVIDENCE-BASED ECONOMICS”

2012 – Co-Organizer (with A. Roider) of the “BAVARIAN MICRO DAY

2012 – 2013 – Member of the Research Council of the Bavarian Graduate Program in Economics (BGPE)

2010 – 2011 – Co-Organizer (with N. Matouschek) of the “FIELD DAY IN ORGANIZATIONAL ECONOMICS” at the Economics Department at the University of Munich

2009 – 2010 – Organizer of the Micro–Theory Seminar at the Economics Department at the University of Munich

2009 – 2010	Coordinator of the Departmental Seminar at the Economics Department at the University of Munich
2009 –	Organizer (with G. Gebhardt) of the annual Workshop “NATURAL EXPERIMENTS AND CONTROLLED FIELD STUDIES”
2008 – 2010	Co-Organizer (with J. Winter) of the “FIELD DAY IN APPLIED ECONOMICS” at the Economics Department at the University of Munich
2008	Organizer (with A. Wambach) of the CESifo Conference “FRONTIERS OF MICRO–ECONOMIC THEORY AND POLICY”
2005 - 2006	Coordinator of the Harvard/MIT Organizational Economics Seminar
2000 - 2002	Coordinator of the Micro–Theory Seminar at the University of Munich

GRADUATE STUDENT SUPERVISION

PRIMARY ADVISOR

- Silvia Fernandez-Castro; ongoing
- Lena Greska; ongoing
- Dominik Grothe; ongoing
- Michael Hofmann; ongoing
- Michael Kaiser; ongoing
- Clarissa Kayser; ongoing
- Schanzah Khalid; ongoing
- Anne Niedermaier; ongoing
- Annemarie Gronau; completed her PhD in 2020
- Katharina Schüßler; completed her PhD in 2018; placement: TNG Technology Consulting
- Maximilian Breu; completed his PhD in 2018; placement: PostDoc LMU Munich
- Thomas Fackler; completed his PhD in 2018; placement: PostDoc ifo Munich
- Nadzeya Laurentsyeva; completed her PhD in 2017; placement: PostDoc CEPS/Brussels
- Thomas Kolaska; completed his PhD in 2013; placement: Towers Watson

MEMBER OF THESIS COMMITTEE

- Marvin Deversi; completed his PhD in 2020
- Sven Arne Simon; completed his PhD in 2020
- Johanna Glauber; completed her PhD in 2019; placement: Assistant Professor IE Madrid
- Ravi Somani (UCL); completed his PhD in 2019; placement: World Bank
- Emilien Prost (U Lorraine); completed his PhD in 2019; placement: ESSCA Business School Lyon
- Navid Sabet; completed her PhD in 2019; placement: Assistant Professor Goethe University Frankfurt

- Henrike Steimer; completed her PhD in 2018; placement: PostDoc Stanford
- Stefan Grimm; completed his PhD in 2018; placement: Allianz
- Felix Klimm; completed his PhD in 2018; placement: PostDoc LMU Munich
- Lisa Spantig; completed her PhD in 2018; placement: Assistant Professor University of Essex
- Dominik Fischer; completed his PhD in 2018; placement: Alvarez & Marsal
- Michael Schüßler; completed his PhD in 2017; placement: TNG Technology Consulting
- Dainis Zegners; completed his PhD in 2016; placement: Assistant Professor University of Cologne
- Sabine Aresin; completed her PhD in 2015; placement: PWC
- Andrea Essl (Bern); completed her PhD in 2015; placement: Postdoctoral Fellow U Bern
- Maria Breitwieser (Konstanz); completed her PhD in 2015
- Jan Schymik; completed his PhD in 2015; placement: PostDoc Mannheim University
- Amrei Lahno; completed her PhD in 2014; placement: Allianz
- Bianca Kern; completed her PhD in 2014
- Björn Brand (Graz); completed his PhD in 2014; placement: KPMG
- Caspar Siegert; completed his PhD in 2013; placement: Bank of England
- Linda Gratz; completed her PhD in 2012; placement: E.CA Economics
- Matthias Fahn; completed his PhD in 2012; placement: Postdoctoral Fellow LMU Munich
- Till Stowasser; completed his PhD in 2012; placement: Postdoctoral Fellow LMU Munich
- Julius Pahlke; completed his PhD in 2011; placement: DIW

TEACHING EXPERIENCE

Course outlines and details of student evaluations are available upon request.

BSc Level Courses

- INFORMATION ECONOMICS (in German) [WiSe 2012/13; Würzburg]
- PERSONNEL ECONOMICS (in German) [WiSe 2017/18; Munich] [WiSe 2011/12; Würzburg] [SoSe 2011; Konstanz] [WiSe 2010/11; Konstanz]
- MATHEMATICS FOR ECONOMISTS (in German) [SoSe 2009; Munich] [WiSe 2008/09; Munich] [WiSe 2007/08; Munich]
- MICROECONOMICS II (in German) [WiSe 2008/09; Munich] [SoSe 2008; Munich] [SoSe 2014; Munich]
- INDUSTRIAL ORGANIZATION (in German) [WiSe 2008/09; Munich]
- ECONOMICS OF INSURANCE MARKETS (in German) [WiSe 2012/13; Würzburg] [WiSe 2011/12; Munich] [WiSe 2004/05; Munich] [WiSe 2003/04; Munich]
- ECONOMIC DECISIONS UNDER RISK [SoSe 2013; Würzburg] [SoSe 2011; Konstanz] [WiSe 2010/11; Munich] [SoSe 2005; Munich]

MSc Level Courses

- MICROECONOMICS [WiSe 2015/16; Munich]
- ADVANCED MICROECONOMICS: DECISION THEORY [SoSe 2014; Munich]
- ADVANCED TOPICS IN ORGANIZATIONAL ECONOMICS [WiSe 2017/18; Munich] [WiSe 2016/17; Munich] [WiSe 2015/16; Munich] [WiSe 2014/15; Munich] [WiSe 2013/14; Munich]
- MATHEMATICS FOR ECONOMISTS [WiSe 2013/14; Munich] [WiSe 2012/13; Munich] [WiSe 2010/11; Munich]
- CONTRACT THEORY [SoSe 2013; Würzburg] [SoSe 2012; Würzburg] [SoSe 2011; Konstanz]
- CONTRACTS AND THE ORGANIZATION OF FIRMS [SoSe 2013; Munich]

PhD Level Courses

- ADVANCED TOPICS IN ORGANIZATIONAL ECONOMICS [WiSe 2017/18; Munich] [WiSe 2016/17; Munich] [WiSe 2015/16; Munich] [WiSe 2014/15; Munich]
- DECISION THEORY AND CAREER CONCERNS [WiSe 2013/14; Bern]
- ADVANCED TOPICS IN CONTRACT THEORY [WiSe 2011/12; Konstanz]
- READING WORKSHOP “US JOB MARKET STARS” (Munich, Konstanz, Würzburg) [every summer since SoSe 2011]
- ORGANIZATIONAL ECONOMICS [Spring 2006; Harvard]
- SMALL SAMPLE STUDIES IN ORGANIZATIONAL ECONOMICS [WiSe 2007/08; Munich]

Numerous Bachelor and Master Theses and Seminars in the areas of Organizational Economics, Behavioral Economics, Contract Theory, and Applied Microeconomics

NON-ACADEMIC WORKING EXPERIENCE

1999	Department for Economic Research of the Munich branch of the German Central Bank (10 weeks)
1996 - 1998	“Bayerische Hypotheken- und Wechselbank AG” in the divisions for private and business clients, asset management and real estate business (20 weeks)
1996	“Bayerische Vereinsbank AG” in the division for private and business clients (10 weeks)
1994 - 1995	Community Service in a hospital, Rosenheim