

DR. LEONIE GERHARDS

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PERSONAL INFORMATION:

Date and place of birth: March 21, 1986 in Bochum (Germany)

1 son, born 2018

Languages: German (native), English (fluent), Danish (good), French (good)

CURRENT POSITION

Since 11/2015 Postdoc with teaching responsibilities at the Department of Economics, Chair of Industrial Economics, University of Hamburg (Professor Gerd Mühlheußner)

PREVIOUS ACADEMIC EMPLOYMENTS

08/2013 – 10/2015 Postdoc with teaching responsibilities at the Department of Economics and Business Economics, Aarhus University

10/2008 – 07/2013 Research Assistant at the Department of Management and Microeconomics, Chair of Organization and Management, Goethe University Frankfurt (Professor Michael Kosfeld)

EDUCATION

09/2008 – 07/2013 Doctoral studies in economics at Goethe University Frankfurt,
Thesis: "Essays in behavioral personnel economics",
1st supervisor: Professor Michael Kosfeld, 2nd supervisor: Professor Guido Friebel

10/2004 – 08/2008 Diploma studies in economics at University of Bonn,
Thesis: "Endogenous work norms under team and tournament incentives",
Supervisor: Professor Armin Falk

08/1996 – 06/2004 General certificate of education at advanced level (Abitur),
Schiller-Gymnasium Witten

RESEARCH INTERESTS

Incentives and motivation, feedback and belief updating, communication and peers, organizational economics, experimental economics

PUBLICATIONS

“Responsiveness to feedback as a personal trait”

(joint with Thomas Buser and Joël van der Weele, *Journal of Risk and Uncertainty*, 56, 2018, 165-192)

“The importance of peers for compliance with norms of fair sharing”

(joint with Simon Gächter and Daniele Nosenzo, *European Economic Review*, 97, 2017, 72-86)

“In good times and bad – Reciprocal behavior at the workplace in times of economic crises”

(joint with Matthias Heinz, *Journal of Economic Behavior and Organization* 134, 2017, 228-239)

“The impact of private and public feedback on worker performance – Evidence from the lab”

(joint with Neele Siemer, *Economic Inquiry* 54, 2016, 1188-1201)

“The incentive effects of missions – Evidence from experiments with NGO employees and students”

(*European Economic Review* 79, 2015, 252-262)

SUBMITTED PAPERS

“I (don't) like you! But who cares? Gender differences in same sex and mixed sex teams” (joint with Michael Kosfeld, *R&R at Economic Journal*)

“Because of you I did not give up – How peers affect perseverance” (joint with Christina Gravert)

“Deliberative structures and their impact on voting behavior under social conflict” (joint with Jordi Brandts and Lydia Mechtenberg)

“Grit trumps talent? An experimental approach” (joint with Christina Gravert)

WORKING PAPERS AND WORK IN PROGRESS

“Performance Beliefs and Allocation of Teamwork: An Experiment” (joint with Alexander Coutts and Zahra Murad)

“Behavioral effects of compensatory and penalty payments from the perspective of transgressors and victims” (joint with Pieter Desmet and Franziska Weber)

“Behavioral correlates of academic performance – Evidence from a student panel” (joint with Maíra Sontag Gonzalez)

“Testing social norms as predictors for sharing behavior in experimental dictator games” (joint with Simon Gächter and Daniele Nosenzo)

“Judging a book by its cover? The role of attractiveness in a bargaining situation” (joint with Luise Görge and Gerd Mühlheuser)

“The role of confidence and personal characteristics in bargaining – evidence from a German TV show” (joint with Luise Görge and Gerd Mühlheuser)

REFEREEING SERVICES

Economic Journal, European Economic Review, Experimental Economics, Games and Economic Behavior, Journal of Behavioral and Experimental Economics, Journal of Business Economics, Journal of Economic Behavior & Organization, Journal of the Economic Science Association, Journal of Economic Education, Journal of Economic Psychology, Journal of Institutional and Theoretical Economics, Research Foundation Flanders (Fonds Wetenschappelijk Onderzoek – Vlaanderen, FWO), Spring Meeting of Young Economists, Zeitschrift für Personalforschung (German Journal of Research in Human Resource Management)

FURTHER ACADEMIC ACTIVITIES

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| Since 09/2016 | Member of the scientific committee of the Committee for Organizational Economics, German Economic Association (Verein für Socialpolitik) |
| 10/2016 – 03/2018 | Seminar series coordinator for the Microeconomics group at the University of Hamburg |
| 04/2017 – 10/2017 | Member of the recruitment committee at the Department of Economics, University of Hamburg |
| 01/2015 – 10/2015 | Seminar series coordinator for the Markets, Organization and Behavior (MOB) group at Aarhus University |
| 03/2014 – 09/2014 | Member of the organization committee of the Nordic Conference in Behavioral and Experimental Economics at Aarhus University |
| 05/2014 | Member of the faculty team meeting the EQUIS Peer Review Team during their visit at Aarhus University |
| 11/2010 – 07/2013 | Member of the doctoral thesis committee (Promotionsausschuss) of the Faculty of Economics and Business Administration at Goethe University Frankfurt |

AWARD AND GRANTS

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| 2018 | Research grant by the Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg |
| 2017 | Research grant by the Gesellschaft für experimentelle Wirtschaftsforschung Research grant by the Hamburgische Wissenschaftliche Stiftung Research grant by the Equal Opportunities Office of the Faculty of Business, Economics and Social Sciences, University of Hamburg Travel and research grants by the Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg |
| 2016 | Travel and research grants by the Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg Travel grant by the corporate funds of the University of Hamburg |
| 2013 | Research grant by the Danish Council for Independent Research, including a postdoctoral scholarship, Aarhus University |
| 2012 | Travel grants by the “Freunde und Förderer der Goethe Universität Frankfurt” for research visits at CeDEx, University of Nottingham |
| 2011 | Travel grants by the “Freunde und Förderer der Goethe Universität Frankfurt” for research visits at CeDEx, University of Nottingham Travel grants by the “German Academic Exchange Service” (DAAD) for |

conference participation at the European Economic Association Conference in Oslo

2008 1st Prize at Postbank Finance Award (European award for student research teams in the field of banking and finance)

ACADEMIC VISITS AND SUMMER SCHOOLS

02/2015, University of Nottingham, research visits at CeDEx
 03/2012 and
 09/2011 – 10/2011

01/2015 University of Amsterdam, research visit at CREED

03/2013 University of Namur, Doctoral Spring School on Economics of Non-Profits, NGOs and Motivated Agents

08/2012 University of Mainz, Mainz Summer School in Behavioral Economics (taught by Jordi Brandts and Daniel Houser)

06/2010 University of Amsterdam, CSCA Summer School: Neuroeconomics: An exciting joint venture (organized by Frans van Winden)

CONFERENCES AND INVITED SEMINAR PRESENTATIONS

2018
 Conference: Workshop 'Political Economy: Theory meets Empirics' (King's Business School, King's College London, GB)

Seminars: Erasmus University Rotterdam (NL)
 University of Marburg (DE)

2017
 Conferences: Workshop on Microeconomics (Leuphana University of Lueneburg, DE)
 THEEM Thurgau Experimental Economics Meeting (Thurgau Institute of Economics, Kreuzlingen, CH)
 M-BEES Maastricht Behavioral and Experimental Economics Symposium (Maastricht University, NL)
 TIBER Symposium on Psychology and Economics (Tilburg University, NL)
 Annual Meeting of the Committee for Organizational Economics, VfS (University of Cologne, DE)
 Workshop 'Recognition and Feedback' (Erasmus University Rotterdam, NL)
 Lisbon Meetings in Game Theory and Applications (Lisbon, PT)

Seminars: University of Innsbruck (AT)
 University of Konstanz (DE)

2016
 Conferences: Workshop on Microeconomics (Leuphana University of Lueneburg, DE)
 Colloquium on Personnel Economics (RWTH Aachen University, DE)
 Copenhagen Network of Experimental Economists Meeting (Lund University, SE)
 TIBER Symposium on Psychology and Economics (Tilburg University, NL)
 ESA European meeting 2016 (Norwegian School of Economics, Bergen, NO)
 Jahrestagung des Vereins für Socialpolitik (Augsburg, DE)

Seminars: Leuphana University of Lueneburg (DE)
 Kiel Institute for the World Economy (DE)

2015

- Conferences: Colloquium on Personnel Economics (University of Vienna, AT)
Nordic Conference on Behavioral and Experimental Economics (University of Tampere, FI)
Workshop on Experimental Labour and Personnel Economics (University of Trier, DE)
- Seminars: CREED, University of Amsterdam (NL)
CeDEx, University of Nottingham (GB)
Ludwig-Maximilians-Universität München (DE)

2014

- Conferences: Colloquium on Personnel Economics (University of Cologne, DE)
Copenhagen Network of Experimental Economists Meeting (Copenhagen Business School, DK)
Nordic Conference on Behavioral and Experimental Economics (Aarhus University, DK)
Conference of the German Economists Abroad (IfW Kiel, DE)
- Seminar: Johannes Gutenberg University Mainz (DE)

2013

- Conferences: Network of Experimental Economists (University of Copenhagen, DK)
Nordic Conference on Behavioral and Experimental Economics (Stockholm School of Economics, SE)
European Workshop on Experimental and Behavioral Economics 2013 (Goethe University Frankfurt, DE)
Doctoral School on Economics of Non-Profits, NGOs, and Motivated Agents (University of Namur, BE)
Ökonomischer Workshop am IAAEU (University of Trier, DE)
Annual Meeting of the American Economic Association (San Diego, CA, US)
- Seminar: University of Cologne (DE)

2012

- Conferences: Mainz Workshop in Behavioral Economics (University of Mainz, DE)
Workshop on The Social Dimension of Organizations (Central European University Budapest, HU)
- Seminars: IAAEU, University of Trier (DE)
Deutsches Institut für Wirtschaftsforschung (Berlin, DE)
Aarhus University (DK)

2011

- Conferences: ZEW/Tinbergen Institute Workshop 'Behavioural Personnel Economics' (ZEW Mannheim, DE)
Conference of the European Economic Association (University of Oslo, NO)
- Seminar: Max Planck Institute for Research on Collective Goods (Bonn, DE)

2010

- Conference: ESA World meeting 2010 (University of Copenhagen, DK)

TEACHING PORTFOLIO

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| Microeconomics II | University of Hamburg: Game theory course, TA, Bachelor level, Winter 2016/17, Winter 2017/18 Aarhus University: Game theory course at the Math department, Lecturer, Bachelor level, Fall 2015 Goethe University Frankfurt: Game theory course, TA, Bachelor level, Summer 2010, Winter 2011/12, Summer 2013 |
| Industrial Economics | University of Hamburg: Lecturer and TA, Bachelor level, Summer 2016, Summer 2017 |
| Behavioral Economics | University of Hamburg: Lecturer and TA, Bachelor level, Winter 2015/16, Winter 2017/18, Winter 2018/19 Goethe University Frankfurt: Seminar, TA, Bachelor level, Summer 2012 |
| Economics and Psychology | Aarhus University: Lecturer, Master level, Fall 2014 |
| Experimental Economics | University of Hamburg: Lecturer, Bachelor level, Summer 2016, Summer 2017 Aarhus University: Lecturer, Bachelor level, Spring 2014 Goethe University Frankfurt: TA, Ph. D. level, Winter 2012/13 |
| Econometrics I | University of Hamburg: TA, Bachelor level, Winter 2016/17 |
| Seminar in Business Studies | Aarhus University: Lecturer, Bachelor level, Spring 2015 |
| Seminar in Environmental Issues | Aarhus University: Lecturer, Bachelor level, Spring 2015 |
| Management I | Goethe University Frankfurt: TA, Bachelor level, Winter 2010/11, Summer 2011, Summer 2012 |
| Advanced Management | Goethe University Frankfurt: TA, Master level, Winter 2009/10, Winter 2010/11 |
| The Elements of Great Managing | Goethe University Frankfurt: Seminar, TA, Diploma level, Summer 2009 |