

CURRICULUM VITAE

Dr. Leonie Gerhards

University of Hamburg, Faculty of Business, Economics

and Social Sciences, Department of Economics

Von-Melle-Park 5, Office 2060

20146 Hamburg, Germany

Phone: +49 40 42838 5573

Email: leonie.gerhards@uni-hamburg.de

Web: www.leoniegerhards.com

PERSONAL INFORMATION:

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

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

In permanent relationship, one son

CURRENT POSITION

Since 11/2015 Postdoc with teaching responsibilities at the Department of Economics, Chair of Industrial Organization (Professor Gerd Mühlheuser), University of Hamburg (Germany)
(100% parental leave: 03/2018 – 11/2018, 50% parental leave 11/2018 – 09/2019)

PREVIOUS ACADEMIC EMPLOYMENTS

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

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

01/2007 – 08/2008 Student Research Assistant at the Department of Economics, Chair of Finance (Professor Erik Theissen), University of Bonn (Germany)

EDUCATION

09/2008 – 07/2013 Doctoral studies in Economics at Goethe University Frankfurt, Thesis: "Essays in behavioral personnel economics" (*summa cum laude*), 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 qualification for university entrance (Abitur), Schiller-Gymnasium Witten

RESEARCH INTERESTS

Organizational economics, reactions to feedback, social norms and justice, behavioral and experimental economics

PUBLICATIONS IN REFEREED JOURNALS

“Because of you I did not give up – Peer effects in perseverance”

joint with Christina Gravert (University of Copenhagen), *Journal of Economic Psychology*, 81, 2020, 102316

“I (don’t) like you! But who cares? Gender differences in same sex and mixed sex teams”

joint with Michael Kosfeld (Goethe University Frankfurt), *Economic Journal*, 130, 2020, 716-739

“Responsiveness to feedback as a personal trait”

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

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

joint with Simon Gächter (University of Nottingham) and Daniele Nosenzo (Aarhus University), *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 (University of Cologne), *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 (Goethe University Frankfurt), *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

“Deliberative structures and their impact on voting behavior under social conflict”

joint with Jordi Brandts (Institut d’Anàlisi Econòmica and Barcelona GSE) and Lydia Mechtenberg (University of Hamburg) *R&R at Experimental Economics*

“What to blame? Self-serving attribution bias with multi-dimensional uncertainty”

joint with Alexander Coutts (Universidade NOVA de Lisboa) and Zahra Murad (University of Portsmouth)

WORKING PAPERS AND WORK IN PROGRESS

“Behavioral correlates of academic performance – Evidence from a student panel”

joint with Maíra Sontag Gonzalez (Goethe University Frankfurt)

“Gender, overconfidence and delegation of work in teams”

joint with Alexander Coutts (Universidade NOVA de Lisboa), Melina Marschall (University of Hamburg) and Zahra Murad (University of Portsmouth)

“Is compensation fine? Sanction regimes and their effect on deterrence and trust”

joint with Pieter Desmet and Franziska Weber (both Erasmus University Rotterdam)

“Responsiveness to feedback and study outcomes”

joint with Thomas Buser and Joël van der Weele (both University of Amsterdam)

“Testing social norms as predictors for sharing behavior in experimental dictator games”

joint with Simon Gächter (University of Nottingham) and Daniele Nosenzo (Aarhus University)

"The role of attractiveness, confidence and personal characteristics in bargaining – Evidence from a TV show"

joint with Luise Görge (Luxembourg Institute of Socio-Economic Research, LISER) and Gerd Mühlheuser (University of Hamburg)

MEDIA COVERAGE

Articles and interviews about my research have appeared in: Daily Star, FehrAdvice, Gießener Zeitung, Horizont, MDR Wissen, Newsweek

REFEREEING SERVICES

Economic Inquiry, Economic Journal, European Economic Review, Experimental Economics, Experimental Psychology, 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, Management Science, 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

Since 09/2016	Board member of the Committee for Organizational Economics, German Economic Association (Verein für Socialpolitik)
Since 10/2016	Seminar series coordinator for the Microeconomics group at the University of Hamburg
04/2017 – 10/2017	Member of the recruiting committee for a Professor in Environmental Economics at 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 for 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
Since 2013	Member of the Copenhagen Network of Experimental Economics
11/2010 – 07/2013	Member of the doctoral thesis committee (Promotionsausschuss) of the Faculty of Economics and Business Administration at Goethe University Frankfurt

TEACHING EXPERIENCE AT UNIVERSITY LEVEL

Advanced Management	Goethe University Frankfurt: TA, Master level, Winter 09/10, Winter 10/11 Goethe University Frankfurt: Seminar, TA, Diploma level, Summer 09
Behavioral Economics / Economics and Psychology	University of Hamburg: Lecturer and TA, Bachelor level, Winter 15/16, Winter 17/18, Winter 18/19, Winter 19/20 Aarhus University: Lecturer, Master level, Fall 14 Goethe University Frankfurt: Seminar, TA, Bachelor level, Summer 12
Business Studies	Aarhus University: Seminar, Lecturer, Bachelor level, Spring 15
Econometrics I	University of Hamburg: TA, Bachelor level, Winter 16/17
Environmental Issues	Aarhus University: Seminar, Lecturer, Bachelor level, Spring 15
Experimental Economics	University of Hamburg: Lecturer, Bachelor level, Summer 16, Summer 17 Aarhus University: Lecturer, Bachelor level, Spring 14 Goethe University Frankfurt: TA, Ph. D. level, Winter 12/13
Industrial Organization	University of Hamburg: Lecturer and TA, Bachelor level, Summer 16, Summer 17, Summer 19, Summer 20
Management I	Goethe University Frankfurt: TA, Bachelor level, Winter 10/11, Summer 11, Summer 12
Microeconomics II (Game theory course)	University of Hamburg: TA, Bachelor level, Winter 16/17, Winter 17/18 Aarhus University, Math department: Lecturer, Bachelor level, Fall 15 Goethe University Frankfurt: TA, Bachelor level, Summer 10, Winter 11/12, Summer 13
Organizational Economics	University of Hamburg: Lecturer, Master level, Winter 19/20

ACADEMIC VISITS AND SUMMER SCHOOLS

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

AWARDS AND GRANTS

2018	Research grant by the Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg
2017	Heinz Sauermann Award 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 grant by the “Freunde und Förderer der Goethe Universität Frankfurt” for research visit at CeDEx, University of Nottingham
2011	Travel grant by the “Freunde und Förderer der Goethe Universität Frankfurt” for research visit at CeDEx, University of Nottingham Travel grant by the “German Academic Exchange Service” (DAAD) for conference participation at the European Economic Association Conference
2008	1st Prize at Postbank Finance Award (European award for student research teams in the field of banking and finance)

CONFERENCES AND INVITED SEMINAR PRESENTATIONS

2020

Conference: Annual Meeting of the Committee for Organizational Economics, VfS (University of Würzburg, DE)

Seminars: TRIBE online seminar (University of Copenhagen, DK), Norwegian School of Economics, Bergen (NO) (scheduled)

2019

Conferences: Workshop on Microeconomics (Leuphana University of Lueneburg, DE); FLEX 10 Year Anniversary Conference (Goethe University Frankfurt, DE); ESA European meeting 2019 (Université Bourgogne Franche Comté, Dijon, FR); Nordic Conference on Behavioral and Experimental Economics (IfW Kiel, DE)

Seminar: University of Aachen (DE)

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 (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 (Kiel Institute for the World Economy, 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)

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); 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)

REFERENCES

Prof. Jordi Brandts, PhD

Institut d'Anàlisi Econòmica (CSIC) and
Barcelona GSE
Campus UAB
08193 Bellaterra (Barcelona), Spain
Phone: +34 93 580 6612
Email: jordi.brandts@iae.csic.es

Prof. Dr. Simon Gächter

University of Nottingham
School of Economics
Sir Clive Granger Building
University Park
Nottingham, NG7 2RD, United Kingdom
Phone: +44 115 84 66132
Email: simon.gaechter@nottingham.ac.uk

Prof. Dr. Michael Kosfeld

Chair of Organization and Management
Goethe University Frankfurt
Theodor-W.-Adorno-Platz 4
D-60323 Frankfurt/Main, Germany
Tel.: +49 69 798 34822
Email: kosfeld@econ.uni-frankfurt.de

Prof. Dr. Gerd Mühlheuser

Universität Hamburg
Faculty of Business, Economics and Social
Sciences, Department of Economics
Von-Melle-Park 5
D-20146 Hamburg, Germany
Phone: +49 40 42838-5575
Email: gerd.muehlheusser@uni-hamburg.de