

CURRICULUM VITAE

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CURRENT AND PROSPECTIVE POSITION

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| Since 11/2015 | Postdoc at the Department of Economics, Chair of Industrial Organization (Professor Gerd Mühlheußner), University of Hamburg (Germany) |
| As of 11/2021 | Assistant Professor at King's Business School – King's College London (United Kingdom) |

PREVIOUS ACADEMIC EMPLOYMENTS

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| 08/2013 – 10/2015 | Postdoc 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

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| 09/2008 – 07/2013 | Doctoral studies in Economics at Goethe University Frankfurt, Thesis: "Essays in behavioral personnel economics", 1 st supervisor: Professor Michael Kosfeld, 2 nd 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; overconfidence, motivated cognition and reactions to feedback; social norms and the law; political economy; behavioral and experimental economics

PUBLICATIONS IN REFEREED JOURNALS

“Deliberative structures and their impact on voting under economic conflict”

joint with Jordi Brandts (Institut d’Anàlisi Econòmica and Barcelona GSE) and Lydia Mechtenberg (University of Hamburg), accepted for publication at *Experimental Economics*

“Grit and peers: An experimental study on peer effects in perseverance”

joint with Christina Gravert (University of Copenhagen), *Clinical Psychiatry*, Vol.7 No. 4:100, 2021

“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

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

joint with Alexander Coutts (Schulich School of Business) and Zahra Murad (University of Portsmouth) *R&R at Economic Journal*

WORKING PAPERS AND WORK IN PROGRESS

“Attractiveness, confidence and personal characteristics in bargaining – Evidence from a TV show”

joint with Luise Görge (Leuphana University of Lüneburg) and Gerd Mühlheuser (University of Hamburg)

“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 (Schulich School of Business), Melina Marschall (University of Hamburg) and Zahra Murad (University of Portsmouth)

“Keep them out of it! How concerns for others’ privacy influence the willingness to sell personal data”

joint with Tim Friehe (University of Marburg) and Franziska Weber (Erasmus University Rotterdam)

“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)

“Voters' preference for politicians' consistency: Experimental evidence”
joint with Tim Friehe (University of Marburg)

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, International Economic Review, 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, Spring Meeting of Young Economists, Annual conference of the Verein für Socialpolitik, Zeitschrift für Personalforschung (German Journal of Research in Human Resource Management)

FURTHER ACADEMIC ACTIVITIES

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| Since 09/2016 | Member of the Committee for Organizational Economics, German Economic Association (Verein für Socialpolitik) |
| Since 2013 | Member of the Copenhagen Network of Experimental Economics |
| 10/2016 – 03/2021 | 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 |
| 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

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| 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, Winter 20/21 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, Summer 21 |
| Management I | Goethe University Frankfurt: TA, Bachelor level, Winter 10/11, Summer 11, Summer 12 |
| Microeconomics I and II (Game theory) | University of Hamburg: TA, Bachelor level, Winter 16/17, Winter 17/18, Summer 21 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 |

Supervision of 30+ Bachelor, Diploma and Master theses

ACADEMIC VISITS AND SUMMER SCHOOLS

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| 02/2015, 03/2012 and 09/2011 – 10/2011 | University of Nottingham, research visits to CeDEx |
| 01/2015 | University of Amsterdam, research visit to 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

- 2021 Research grant by The Diligentia Foundation for Empirical Research
- 2020 Research grant by the Equal Opportunities Office of the Faculty of Business, Economics and Social Sciences, University of Hamburg
- 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 EEA 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

2021

Conference: Workshop on Microeconomics (Leuphana University of Lüneburg, DE)

Seminar Aarhus University (DK), Gothenburg University (SE)

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 (NHH Bergen, NO)

2019

Conferences: Workshop on Microeconomics (Leuphana University of Lüneburg, 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)