

University of Bonn
 Adenauerallee 24-42
 D-53113 Bonn
 Tel.: +49 228 73-9238
 E-mail: tdohmen@uni-bonn.de
 Web: <http://www.iame.uni-bonn.de>

Personal

Citizenship German
 Date of Birth September 5, 1972
 Place of Birth Heinsberg / Germany

Current Positions and Employment

01/13 - present Professor of Applied Microeconomics, University of Bonn
 10/20 - present Project Coordinator, Institute of Labor Economics (IZA), Bonn
 02/20 - present Spokesperson of the Cluster of Excellence ECONtribute: Markets & Public Policy
 02/20 - present Member of Reinhard Selten Institute Executive Board
 09/16 - present Spokesperson of Transdisciplinary Research Area "Individuals, Institutions and Societies"
 12/07 - present Professor of Education and the Labour Market, Maastricht University

Affiliations and Professional Memberships

09/19 - present Co-editor of Labour Economics
 01/17 - present Fellow, ifo Institute, Center for Economic Studies (CES)
 04/17 - present Research Affiliate, Reinhard Selten Institute
 2016 - present Member of the „Organisationsökonomischer Ausschuss“ im Verein für Socialpolitik
 01/13 - present Research Fellow, Research Centre for Education and the Labour Market (ROA), Maastricht University
 01/13 - present Chairman of Scientific Advisory Board, Research Centre for Education and the Labour Market (ROA), Maastricht University
 2011 - present Associate Editor of De Economist
 12/10 - present Member of Human Capital and Economic Opportunity Global Working Group (HCEO)
 01/10 - present Research Fellow Netspar
 12/07 - present Fellow, Maastricht Research School of Economics of Technology and Organizations (METEOR), Maastricht University
 02/08 - present Member of the "Bevölkerungsökonomischer Ausschuss" im Verein für Socialpolitik
 12/06 - present Research Fellow, German Institute for Economic Research (DIW)
 09/06 - present Member of the Verein für Socialpolitik
 07/04 - present Member of the European Association of Labour Economics
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Past Positions, Affiliations and Professional Memberships

09/17 - 10/20 Research Director, Institute of Labor Economics (IZA), Bonn
 2012 - 2016 Associate Editor of Journal of Economic Behavior and Organization
 12/07 - 09/17 Research Fellow, Institute for the Study of Labor (IZA), Bonn
 09/08 - 09/14 Secretary, European Association of Labour Economists (EALE)
 01/08 - 12/12 Member of Scientific Advisory Board "Sociale Statistieken", Statistics Netherlands (CBS)
 01/08 - 12/12 METEOR Programme leader "The Development and Utilization of Human Resources" (since September 2009 member of the METEOR management team)
 91/08 - 12/12 Member of Scientific Advisory Board "Sociale Statistieken", Statistics Netherlands (CBS)
 12/07 - 12/12 Director of the Research Centre for Education and the Labour Market (ROA), Maastricht University
 12/07 - 12/12 Member of the Board, Limburg Institute for Business and Economic Research (LIBER) foundation,

	Maastricht University
12/07 - 09/17	Research Fellow, Institute for the Study of Labor (IZA), Bonn
01/03 - 11/07	Senior Research Associate, Institute for the Study of Labor (IZA), Bonn
01/99 - 12/02	Doctoral researcher (onderzoeker in opleiding), Maastricht University, Business Investment Research Center (BIRC)
09/98 - 12/98	Research Assistant, Business Investment Research Center (BIRC), Maastricht University (Prof. Dr. G.A. Pfann)
09/96 - 08/97	Research Assistant, Department of Economics, Maastricht University (Prof. Dr. C. de Neubourg)
09/95 - 08/97	Teaching Assistant (Mathematics Tutor), Department of Quantitative Economics, Maastricht University

Education

05/03	Doctoral degree in Economics, Maastricht University. Title of dissertation: Internal Labor Markets: Theory and Evidence at the Firm Level (Advisors: Prof. Dr. G.A. Pfann and Prof. Dr. F.C. Palm)
01/99 - 12/02	Doctoral studies at Maastricht University Course work within the Network of Economics and Quantitative Economics (NAKE) January, 1999 – December, 2000, NAKE Diploma 2002; Visiting Ph.D. student at The University of Chicago, Department of Economics, January, 2002 – June, 2002 (on invitation of Professor Boyan Jovanovic and Professor Robert E. Lucas)
09/97 - 09/98	University of Warwick, Coventry, U.K., MSc in Economics
09/94 - 12/98	Maastricht University, M.A. (drs.) in International Economic Studies

Awards

2010	Excellence in Refereeing Award (American Economic Review)
2009	Pierson-Medal 2009

Grants and Scholarships

2019 - 2026	Cluster of Excellence: ECONtribute: Markets & Public Policy, Principal Investigator
2018 - 2021	DFG Grant through CRC TR 224 (with Armin Falk), Principal Investigator for Project: Origin, malleability and consequences of risk, time and social preferences
2013 - 2017	NWO Top grant (with Andries de Grip and Lex Borghans): "Attracting and retaining top talent for High Tech Systems and Materials (HTSM)"
2013 - 2016	Netspar Medium Vision grant (international collaborator): "Retirement, HR and Worker Behavior"
2012 - 2015	METEOR PhD grant for Tom Stolp
2012 - 2015	METEOR PhD grant for Frauke Meyer
2010 - 2016	NWO VIDI grant: "Sorting into incentive systems: How gender and preference heterogeneity affect career choice, earnings, work stress and wellbeing"
2010 - 2013	Netspar Theme grant (with Andries de Grip): "Human Capital and Aging"
2009 - 2012	METEOR PhD grant for Maria Zumbühl (with Gerard Pfann)
2009 - 2012	METEOR PhD grant for Jan Feld (with Andries de Grip)
2009 - 2012	METEOR PhD grant for Olga Skriabikova (with Ben Kriechel)
2009 - 2012	METEOR PhD grant for Bart Loog (with Maarten Vendrik)
2006 - 2010	DFG Grant through SPP1169 (Potential for more Flexibility on Heterogeneous Labor Markets)
2002	NWO Travel Grant
2001	Travel Grant of the European Economic Association
2001	Travel Grant of SWOL
1997 - 1998	DAAD Scholarship
1990 - 1991	Exchange student in the United States of America financed by the German Parliament (Parlamentarisches Patenschaftsprogramm des Deutschen Bundestags)

Research Interests

Behavioral Economics, Experimental Economics, Applied Microeconometrics, Life-Cycle formation of Cognitive & Non-cognitive Skills, Psychology of Incentives, Personnel and Organizational Economics

Publications

Publications in Refereed Journals:

Reference Points and the Tradeoff Between Risk and Incentives, forthcoming in **Journal of Economic Behavior and Organization** (with Arjan Non and Tom Stolp)

The Preference Survey Module: A Validated Instrument for Measuring Risk, Time, and Social Preferences, forthcoming in **Management Science** (with Armin Falk, Anke Becker, David Huffman, Uwe Sunde)

Patience and Comparative Development, forthcoming in **Review of Economic Studies** (with Uwe Sunde, Benjamin Enke, Armin Falk, David Huffman, Gerrit Meyerheim)

Patience, Cognitive Abilities, and Cognitive Effort: Survey and Experimental Evidence from a Developing Country, in **American Behavioral Scientist** 65(11): 1512-1530, 2021 (with Stefania Bortolotti, Hartmut Lehmann, Frauke Meyer, Norberto Pignatti, Karine Torosyan)

Parental Involvement and the Intergenerational Transmission of Economic Preferences, Attitudes and Personality Traits, forthcoming in **The Economic Journal** 131(638): 2642-2670, 2021 (with Maria Zumbuehl, Gerard Pfann)

Robust Estimation of Wage Dispersion with Censored Data: An Application to Occupational Earnings Risk and Risk Attitudes, in **De Economist** 168:519-54, 2020 (with Daniel Pollmann and Franz Palm)

How People Know their Risk Preference, in **Scientific Reports** 10(15365): 1-14, 2020 (with Ruben C. Arslan, Martin Brümmer, Johanna Drewelies, Ralph Hertwig, Gert G. Wagner)

Menus of Contracts Determine Sorting Patterns, in **Journal of Economic Psychology** 72: 293-311, 2019 (with Mark Bernard, Arjan Non, Ingrid Rohde)

Global Evidence on Economic Preferences, in **Quarterly Journal of Economics** 133(4): 1645-1692, 2018 (with Armin Falk, Anke Becker, Benjamin Enke, David Huffman, Uwe Sunde)

On the Relationship Between Cognitive Ability and Risk Preference, in **Journal of Economic Perspectives** 32(2): 115-134, 2018 (with Armin Falk, David Huffman, Uwe Sunde)

Further Field Evidence for Minimax Play, in **Journal of Sports Economics** 19(3): 371-388, 2018 (with Hendrik Sonnabend)

Risk Attitudes Across the Life Course, in **The Economic Journal** 127(605): F95-F116, 2017 (with Armin Falk, Bart Golsteyn, David Huffman, Uwe Sunde)

Aging and Preferences, in **Journal of the Economics of Ageing** 7: 64-68, 2016 (with Uwe Sunde)

The Impact of Negatively Reciprocal Inclinations on Worker Behavior: Evidence from a Retrenchment of Pension Right, in **Management Science** 62(3): 668-681, 2016 (with Raymond Montizaan, Frank Cörvers, Andries de Grip).

Time-Varying Individual Risk Attitudes over the Great Recession: A Comparison of Germany and Ukraine, in **Journal of Comparative Economics** 44: 182-200, 2016 (with Hartmut Lehmann, Norberto Pignatti)

Referee Bias, in **Journal of Economic Surveys** 30(4): 679-695, 2016 (with Jan Sauermann).

Risk Attitude and Cognitive Aging, in **Journal of Economic Behavior & Organization** 112: 112-12, 2015 (with Eric Bonsang)

Behavioral Labor Economics: Advances and Future Directions, in **Labour Economics** 30: 71-85, 2014

New Evidence on the Relationship between Risk Attitudes and Self-Employment, in **Labour Economics** 30: 176-184, 2014 (with Olga Skriabikova, Ben Kriechel)

Occupational Sorting of School Graduates: The Role of Economic Preferences, in **Journal of Economic Behavior & Organization** 106: 335-351, 2014 (with Didier Fouarge, Ben Kriechel)

Wage Policies of a Russian Firm and the Financial Crisis of 1998: Evidence from Personnel Data 1997 to 2002, in **ILR Review** 67(2): 504-531, 2014 (with Hartmut Lehmann, Mark Schaffer)

Validating an Ultra-Short Survey Measure of Patience, in **Economics Letters** 120(2): 142-145, 2013 (with Thomas Vischer, Armin Falk, David Huffman, Jürgen Schupp, Uwe Sunde, Gert G. Wagner)

The Scope for Increasing Total Hours Worked, in **De Economist** 161(2): 157-174, 2013 (with Bart Loog, Maarten Vendrik)

No Evidence for an Effect of Testosterone Administration on Delay Discounting in Male University Students, in **Psychoneuroendocrinology** 38(9): 1814-1818, 2013 (with Georgia Rada Ortner, Matthias Wibral, Anke Becker, Dietrich Klingmüller, Bernd Weber, Armin Falk)

Testosterone Administration Reduces Lying in Men, in **PLOS ONE** 7(10): e46774, doi: 10.1371/journal.pone.0046774, 2012 (with Matthias Wibral, Dietrich Klingmüller, Bernd Weber, Armin Falk)

The Relationship between Economic Preferences and Psychological Personality Measures, in **Annual Review of Economics** 4:

- 453-478 (2013 SOEP Prize for the Best Scientific Publication), 2012 (with Anke Becker, Thomas Deckers, Fabian Kosse, Armin Falk)
- The Intergenerational Transmission of Risk and Trust Attitudes, in *Review of Economic Studies* 79(2): 645-677, 2012 (with Armin Falk, David Huffman, Uwe Sunde)
- Relative versus Absolute Income, Joy of Winning, and Gender: Brain Imaging Evidence, in *Journal of Public Economics* 95(4-5): 279-285, 2011 (with Armin Falk, Klaus Fliessbach, Uwe Sunde, Bernd Weber)
- Performance Pay and Multidimensional Sorting: Productivity, Preferences and Gender, in *American Economic Review* 101(2): 556-590, 2011 (with Armin Falk)
- Individual Risk Attitudes: Measurement, Determinants and Behavioral Consequences, in *Journal of the European Economic Association* 9(3): 522-550, 2011 (with Armin Falk, David Huffman, Uwe Sunde, Jürgen Schupp, Gert G. Wagner)
- Direct Evidence on Risk Attitudes and Migration, in *Review of Economics and Statistics* 92(3): 684-689, 2010 (with David Jaeger, Armin Falk, David Huffman, Uwe Sunde, Holger Bonin)
- You get what you pay for: Incentives and Selection in the Education System, in *The Economic Journal* 120(546): F256-F271, 2010 (with Armin Falk)
- Are Risk Aversion and Impatience Related to Cognitive Ability? In *American Economic Review* 100(3): 256-271, 2010 (with Armin Falk, David Huffman, Uwe Sunde)
- Collecting Genetic Samples in Population Wide (Panel) Surveys: Feasibility, Nonresponse and Selectivity, in *Survey Research Methods* 4(2): 121-126, 2010 (with Matthias Schonlau, Martin Reuter, Jürgen Schupp, Christian Montag, Bernd Weber, Nico A. Siegel, Uwe Sunde, Gert G. Wagner, Armin Falk)
- Biased Probability Judgment: Evidence of Incidence and Relationship to Economic Outcomes from a Representative Sample, in *Journal of Economic Behavior & Organization* 72(3): 903-915, 2009 (with Armin Falk, David Huffman, Felix Marklein, Uwe Sunde)
- Homo Reciprocans: Survey Evidence on Behavioral Outcomes, in *The Economic Journal* 119(536): 592-612, 2009 (with Armin Falk, David Huffman, Uwe Sunde)
- The Influence of Social Forces: Evidence from the Behavior of Football Referees, in *Economic Inquiry* 46(3): 411-424, 2008
- The Gender Earnings Gap inside a Russian Firm: First Evidence from Personnel Data 1997 to 2002, in *Journal for Labour Market Research* 41(2-3): 157-179, 2008 (with Hartmut Lehman, Anzelika Zaiceva)
- Do the Reciprocal Trust Less? In *Economics Letters* 99(3): 454-457, 2008 (with Steffen Altmann, Matthias Wibral)
- Representative Trust and Reciprocity: Prevalence and Determinants, in *Economic Inquiry* 46(1): 84-90, 2008 (with Armin Falk, David Huffman, Uwe Sunde)
- Do Professionals Choke under Pressure? In *Journal of Economic Behavior & Organization* 65(3-4): 636-653, 2008
- Social Comparison Affects Reward-Related Brain Activity in the Human Ventral Striatum, in *Science* 318(5854): 1305-1308, 2007 (with Klaus Fliessbach, Bernd Weber, Peter Trautner, Thomas Dohmen, Uwe Sunde, Christian E. Elger, Armin Falk)
- Cross-Sectional Earnings Risk and Occupational Sorting: The Role of Risk Attitudes, in *Labour Economics* 14(6): 926-937, 2007 (with Holger Bonin, Thomas Dohmen, Armin Falk, David Huffman, Uwe Sunde)
- Housing, Mobility, and Unemployment, in *Regional Science and Urban Economics* 35(3): 305-325, 2005, reprinted in C. van Ewijk (ed.), *Homeownership and the labour market in Europe*, Oxford University Press, pp. 15-32., 2009
- Performance, Seniority, and Wages: Formal Salary Systems and Individual Earnings Profiles, in *Labour Economics* 11(6): 741-763, 2004
- Monkey Bars and Ladders: The Importance of Lateral and Vertical Movements in Internal Labor Market Careers, in *Journal of Population Economics*, 17(2): 193-228, 2004 (with Ben Kriechel, Gerard A. Pfann)
- Worker Separations in a Nonstationary Corporate Environment, in *European Economic Review* 48(3): 645-663, 2004 (with Gerard A. Pfann)
- Building and Using Economic Models: A Case-Study of the IS-LL Model, in *Journal of Economic Methodology*, 9(2): 191-212, 2002

Refereed Publications in Nationally Refereed Journals

- Risicoattitude en beroepskeuze van schoolverlaters, in *Tijdschrift voor Arbeidsvraagstukken* 28(2): 207-223, 2012 (with Didier Fouarge, Ben Kriechel)
- Meer of minder werken: heterogeniteit onder werkende vrouwen, in *TPEdigitaal* 5(4): 50-63, 2011 (with Bart Loog, Maarten Vendrik)
- Kontrolliert und Repräsentativ: Beispiele zur Komplementarität von Labor- und Felddaten, in *Perspektiven der Wirtschaftspolitik* 10 (Special Issue): 54-74, 2009 (with Armin Falk, Uwe Sunde)

Book chapters:

Arbeidsmarkt: het belang van percepties van rechtvaardigheid, in ***Gedragseconomie en beleid, Koninklijke Vereniging voor de Staathuishoudkunde (KVS), Preadviezen 2017***, pp. 27-35, 2017 (with Raymond Montizaan, Arjan Non)

Hoe maken studenten en ouders keuzes in het onderwijs? In ***R. Klarus, L. Borghans & I. Waterreus (Eds.), Wat is goed onderwijs? Den Haag: Boom Lemma Uitgever*** pp. 187-206, 2014 (with Arjan Non)

Wage Determination and Wage Inequality inside a Russian Firm in Late Transition: Evidence from Personnel Data – 1997 to 2002, in ***Ravi Kanbur and Jan Svejnar (Eds.), Labor Markets and Economic Development***, Routledge, London and New York, pp. 62-89, 2009 (with Hartmut Lehmann, Mark E. Schaffer)

Books:

Internal Labor Markets: Theory and Evidence at the Firm Level, Maastricht: Universitaire Pers Maastricht, 2003.

Waarom sommigen liever leraar worden en anderen beter geen bankier kunnen worden, Inaugurale rede, Maastricht University: Colofon (reprinted in TPEdigitaal 2010, 4(2): 87-107).

Non-refereed Publications and Publications to Wider Audience:

Identifying the effect of age on willingness to take risks, *VOX EU* January, 2018 (with Armin Falk, Bart Golsteyn, David Huffman, Uwe Sunde)

Cognitive functioning over the life cycle, *Netspar, Panel Paper*, 2012 (with Andries de Grip, Arnaud Dupuy, Eric Bonsang)

Waarde van Wetenschap, *ESB* 97(4646): 635, 2012

Toe aan vakantie, *ESB* 97(4639/40): 455, 2012

Wat te doen met het vakantiegeld?, *ESB* 97(4634): 271, 2012

Opleiden tegen vergrijzen, *ESB* 97(4628): 84T, 2012

Sociale vergelijking, *ESB* 96(4623): 707, 2011

Slim combineren, *ESB* 96(4618): 547, 2011

De onderschatte kracht van prestatiebeloning, *ESB* 96(4614/15): 441, 2011

The Intergenerational Transmission of Attitudes, *CESifo DICE Report Journal of Institutional Economics*, 7(1): 18-12, 2009 (with Armin Falk, David Huffman, Uwe Sunde)

The Intergenerational Transmission of Risk and Trust Attitudes, *VOX EU*, July, 2008 (with Armin Falk, David Huffman, Uwe Sunde)

Stimmen zur Zukunft der Arbeit: Mitarbeiterauswahl durch Anreizverträge in: *Personalwirtschaft*, 32(6): 66, 2005

Stimmen zur Zukunft der Arbeit: Unternehmen sollten Angebote zur freiwilligen Weiterbildung in der Freizeit fördern in: *Personalwirtschaft*, 31(9): 66, 2004

Working Papers

Risk and Incentives: Agents' contract choice in risky environments. (with Arjan Non and Tom Stolp). *Revise and Resubmit, Journal of Economic Behavior and Organization*.

Mission of the company, prosocial attitudes and job preferences: a discrete choice experiment. (with Arjan Non, Ingrid Rohde, Andries de Grip). *Revise and Resubmit, Labour Economics*.

Salience of own preferences and the consensus effect. (with Simone Quercia and Jana Willrodt). *Revise and Resubmit, Journal of Economic Behavior and Organization*.

Interpreting Time Horizon Effects in Inter-Temporal Choice. IZA Discussion Paper 6385 (with Armin Falk, David Huffman, Uwe Sunde). *Reject and Resubmit, Journal of the European Economic Association*.

The Bonding Effect of Deferred Compensation: Worker Separations from a Large Firm in Early Transition Russia. IZA Discussion Paper 13358 (with Mikhail Ananyev, Hartmut Lehmann) *Revise and resubmit, Industrial and Labor Relations Review*.

Willingness to take risk: The role of risk conception and optimism. CRC TR 224 Discussion Paper No. 023 (with Simone Quercia, Jana Willrodt). *Submitted*.

Religion and Prosociality Across the Globe. (with Felipe Valencia Caicedo and Andreas Pendorfer). *Submitted*.

Competition, Stress and Sorting (with Ingrid Rohde, Tom Stolp)

Stress, Autonomy and Incentives (with Elena Shvartsman)

Numeracy and Unemployment Duration. IZA Discussion Paper 12531 (with Bert van Landeghem)

Promotions, Demotions and Corporate Employment Changes, paper prepared for presentation at the SOLE/EALE Second World Conference, 2005

Satisfaction of Basic Needs as a Distributive Principle: Experimental Evidence on Prevalence and Relative Importance (with Frauke Meyer, Gari Walkowitz)

Risk Attitudes and the Incidence of Informality among Workers: Evidence from a Transition Country (with Melanie Khamis, Hartmut Lehmann)

Seemingly Irrelevant Events Affect Economic Perceptions and Expectations: The FIFA World Cup 2006 as a Natural Experiment. IZA Discussion Paper 2275 (with Armin Falk, David Huffman, Uwe Sunde)

The Impact of Changes in the Standard Workweek on Preferences for Labor Supply (with Bart Loog, Maarten Vendrik)

Civic Capital and Preferences for Economic and Political Systems (with Olga Skriabikova, Ben Kriechel)

Risk Attitudes and Occupational Choice (with Olga Skriabikova, Ben Kriechel)

Presentations at workshops, seminars, and conferences

Presentations at Seminars and Workshops

05/19 ENS, Lyon
 03/19 University of Bristol, Bristol
 04/19 Universität Mannheim
 03/19 University Lund, Lund
 03/19 University of Copenhagen
 02/19 Carlos III University, Madrid
 11/18 C-SEB, Köln (keynote lecture)
 12/17 CERGE-EI, Prag
 11/17 Max-Planck-Institut für Bildungsforschung, Berlin
 10/17 IZA / Volkswagen Foundation Workshop, University of Bologna, Bertinoro (Keynote Lecture)
 09/17 DWP, Sheffield
 07/17 Research Seminar "Labour Economics", University of Hamburg
 05/17 DICE, Düsseldorf
 05/17 JER Seminar, University of Jena
 06/17 Behavior Seminar, Paris School of Economics
 02/17 Bernoulli Symposium, University of Basel
 11/16 Swiss Leading House Lecture "Economics of Education", University of Zurich
 11/16 RWTH Aachen
 07/16 DIW, Berlin
 07/16 ifo Institute, München
 07/16 LMU, München
 05/16 Freie Universität Berlin
 04/16 University of Bologna
 03/16 IZA, Bonn
 02/16 ROA Workshop, University of Maastricht
 02/16 Økonomisk Institut, University of Copenhagen
 01/16 Colloquium in Behavioral Economics, WZB
 12/15 Luxemburg Institute of Socio-Economic Research, Luxemburg
 04/15 Queen Mary University, London
 03/15 Research Institute of Industrial Economics IFN, Stockholm
 02/14 European University Institute, Florence
 02/14 University of Frankfurt
 01/14 University of Innsbruck
 12/13 University of Munich
 10/13 MPI for Research on Collective Goods, Bonn
 09/13 University of Zurich

06/13	University of Cologne
12/12	Copenhagen Business School
03/12	Stockholm School of Economics
03/12	SOFI, Stockholm
02/12	University of Konstanz
12/11	Max Planck Institute of Economics, Jena
11/11	Tilburg University
07/11	Workshop in Experimental Labor Economics, University of Vienna
06/11	Universiteit van Amsterdam
03/11	Netspar Conference, Amsterdam
02/11	Erasmus Universiteit Rotterdam
11/10	University of Warwick
11/10	University of Groningen
06/10	Sciences Po/IZA Workshop on Trust, Civic Spirit and Economic Performance, Paris
06/10	University of Milan
06/10	Paris School of Economics
09/08	SOEP@CAMPUS, Duisburg
05/08	RWI, Essen
05/08	ZEW, Mannheim
11/07	Centraal Planbureau, Den Haag
11/07	University of Bochum
10/07	University of Innsbruck
05/07	LMU, München
05/07	IZA Workshop: Behavioral and Organizational Economics
03/07	Johann Wolfgang Goethe Universität Frankfurt
11/06	Utrecht School of Economics
07/06	Research Methods Festival (ESRC), Oxford
05/06	University of Zurich
04/06	Ecole Normale Supérieure, Paris
04/06	Maastricht University
04/06	University of Chicago
01/06	NHH Bergen, Norway
11/05	University of Nottingham, University of Aberdeen, University of Mannheim
07/03	European Science Days, Steyr
03/02	University of Chicago
12/01	IZA, Bonn
05/01	Departmental Seminar Series, University of Aarhus
12/00	NAKE workshop, Maastricht University
06/00	NAKE workshop, University of Groningen
05/00	Shell PhD Seminar, Soestduinen
12/99	NAKE workshop, University of Amsterdam
06/99	NAKE workshop, Tilburg University

Conferences

04/19	Higher School of Economics, Moskau (Keynote Lecture)
08/18	EEA Cologne (Invited Lecture)
06/18	IZA World Labor Conference, Berlin
06/18	IZA Policy Event, Berlin
05/18	Inaugural Conference, MPI
04/18	CRC TR 224 Conference, Offenbach
09/16	EALE, Ghent
09/14	EALE, Ljubljana
09/13	EALE, Turin
05/13	Conference on Personality and Identity Formation in Childhood and Adolescence, Chicago

09/12 EALE, Bonn
08/12 JRC IHCP Summer School, Ispra, Italy
06/12 5th Maastricht Behavioral and Experimental Economics Symposium: Theory and Experiments, Maastricht
06/12 Netspar International Pension Workshop, Paris
06/10 EALE, London
12/09 IZA/Bertelsmannstiftung Workshop "Was sich lohntAnreiz- und Entgeltstrukturen für morgen", Hannover
11/09 Lustrum Conferentie, Utrecht School of Economics
09/09 EALE Tallinn
05/09 Building-Bridges Conference, Chicago
03/09 Leibniz-Network on Non-Cognitive Skills (keynote lecture)
12/08 Workshop "Human Relations, Reciprocity, and Incentives in the Workplace", Erasmus Universiteit Rotterdam
12/08 Tinbergen Empirical Economics Workshop "How do parents affect future generations?", Amsterdam
09/08 EALE, Amsterdam
08/08 EEA-ESEM, Milan
08/08 DFG-NSF Conference, New York
06/08 SIRE Conference "Recent Developments in Research on Intergenerational Mobility", University of Edingburgh
02/08 VfS-Tagung, Ausschuss für Bevölkerungsökonomie, Bielefeld
10/07 Verein für Socialpolitik, Jahrestagung, München
08/07 EEA-ESEM, Budapest
06/07 ESA World Meeting
06/07 6th IZA/SOLE Transatlantic Meeting
05/07 SOLE Meetings, Chicago
04/07 IZA Policy Fellow Meeting, Bonn
11/06 Third IZA Prize ConferenceFrontiers in Labor Economics, Berlin
09/06 Verein für Socialpolitik, Jahrestagung, Bayreuth
09/06 Deutsche Gesellschaft für Psychologie, 45. Kongress, Nürnberg
08/06 EEA Annual Congress, Vienna
05/06 Annual Conference of the Arbeitsgemeinschaft für Sportpsychologie, Münster
03/06 9th Kolloquium zur Personalökonomik, University of Zurich
10/05 Second IZA Prize ConferenceFrontiers in Labor Economics, Berlin
09/05 Verein für Socialpolitik (German Economic Association) Annual Congress 2005, Bonn
09/05 IZA/CEPR European Summer Symposium in Labour Economics (ESSLE), Buch
07/05 4th IZA/SOLE Transatlantic Meeting
06/05 ESA Conference, Montreal
06/05 ESPE Conference, Paris
06/05 SOLE/EALE Conference, San Francisco
09/04 EALE Conference, Lisbon
06/04 ESA Conference, Amsterdam
06/04 ESPE Conference, Bergen
03/04 7th Kolloquium zur Personalökonomik, University of Bonn
08/03 EEA Annual Congress, Stockholm
08/03 ESEM, Stockholm
06/03 ESPE Conference, New York
04/03 Royal Economic Society, Annual Conference, University of Warwick
11/02 European Winter Meetings of the Econometric Society, Budapest
05/02 CEPR/SITE Conference on Incentives and Beyond, Stockholm
08/01 EEA Annual Congress, Lausanne/Switzerland
04/01 SOLE Meetings, Austin
03/01 Spring Meeting of Young Economists, Copenhagen University
03/01 5th Meeting of BIRC's Scientific Council, University of Chicago
10/00 NAKE Research Day, Amsterdam
05/00 3rd IZA European Summer School in Labor Economics, Buch/Ammersee
12/99 Scientific Council, Chateau St. Gerlach
10/99 Meteor Conference, Maastricht

Formal Paper Discussions

- 06/13 Workshop Advances in Econometrics, Maastricht
- 01/12 Netspar Pension Day, Amsterdam
- 03/11 Green Building Finance and Investments, Maastricht
- 04/06 IZA/University of Amsterdam Workshop on Schooling and Risk
- 12/05 IZA Workshop: Employment Protection and Labor Markets
- 05/05 First Annual IZA Workshop on Behavioral and Organizational Economics, Bonn
- 10/04 IZA Prize Conference, Berlin
- 06/04 ESA Conference, Amsterdam
- 06/04 IZA Workshop: The Nature of Discrimination, Bonn
- 06/03 Banco de Portugal Conference on Labour Market Reforms, Santa Maria do Bouro
- 05/00 3rd IZA European Summer School in Labor Economics, Buch/Ammersee
- 12/98 Scientific Council, Chateau St. Gerlach

Workshop Participation

- 05/05 Review of Economic Studies May Meetings, Munich
- 07/03 European Science Days, Steyr
- 12/00 NAKE Workshop, Maastricht University
- 06/00 NAKE Workshop, University of Groningen
- 05/00 Shell PhD Seminar, Soestduinen

Teaching

- 2019/20 Research Module in Management and Applied Microeconomics, Bonn
- 2019 Labor Economics, Bonn
- 2018/19 Research Module in Management and Applied Microeconomics, Bonn
- 2018 Labor Economics, Bonn
- 2017/18 Research Module in Management and Applied Microeconomics, Bonn
- 2017 Labor Economics, Bonn
- 2016/17 Research Module in Management and Applied Microeconomics, Bonn
- 2016 Labor Economics, Bonn
- 2015/16 Research Module in Management and Applied Microeconomics, Bonn
- 2015 Labor Economics, Bonn
- 2014/15 Research Module in Management and Applied Microeconomics/Econometrics and Statistics, Bonn
- 2014 Swiss Leading House "Economics of Education", University of Zurich
- 2014 Labor Economics, Bonn
- 2013/14 Projektmodul in Management and Applied Microeconomics, Bonn
- 2013 Labor Economics, Bonn
- 2009/2015 Nature of Human Motivation, Maastricht University
- 2008/2013 Research Strategies in Labor Economics, Maastricht University
- 2008 The impact of preferences, social norms and non-cognitive skills on economic behavior, Maastricht University
- 2006 Labor Economics: Theory and Application, University of Bonn
- 2006 Labor Economics Course in the PhD-program of the African Economic Research Consortium (AERC), funded by the World Bank, Nairobi, Kenya
- 2005/06 Student Seminar "Measuring Preferences: Risk, Time and Social Preferences," University of Bonn
- 2004/05 Student Seminar "Unemployment: Theory and Policy Options," University of Bonn
- 2001 Multivariate Statistics, Maastricht University
- 1999, 2001 Stochastic Processes, Maastricht University
- 1995-1997 Mathematics Tutorials (undergraduate level), Maastricht University

Professional Activities

- 2019 -present: Co-Editor of Labour Economics
- 2016 -present: Member of the „Organisationsökonomischen Ausschuss" im Verein für Socialpolitik

2012 -2016:	Associate Editor of Journal of Economic Behavior and Organization
2008 -present:	Member of the "Bevölkerungsökonomischer Ausschuss" im Verein für Socialpolitik
2011 -present:	Associate Editor of De Economist
2006 -present	Member of the Verein für Socialpolitik
2004 -present	Member of the European Association of Law & Economics

Referee for the following journals

American Economic Journal, Applied Economics, American Economic Review, B. E. Journals in Economic Analysis & Policy, British Journal of Sociology, Contemporary Economic Policy, Econometrica, Economic Inquiry, Economic Journal, Economic Modelling, Economics of Governance, Empirical Economics, European Economic Review, Experimental Economics, Games and Economic Behavior, Geneva Risk and Insurance Review, Human Performance, Industrial and Labor Relations Review, Industrial Relations, Jahrbücher für Nationalökonomie und Statistik, Labour Economics, Journal of Applied Econometrics, Journal of Economic Behavior and Organization, Journal of Economic Growth, Journal of Economic Psychology, Journal of the European Economic Association, Journal of Health Economics, Journal of Human Capital, Journal of Institutional and Theoretical Economics, Journal of the Japanese and International Economies, Journal of Labor Economics, Journal of Political Economy, Journal of Population Economics, Journal of Public Economics, Journal of Sports Economics, Nature Human Behaviour, Psychological Science, Quarterly Journal of Economics, Review of Economics and Statistics, Review of Economic Studies, Scandinavian Journal of Economics, Scottish Journal of Political Economy, Small Business Economics, Journal of Risk and Uncertainty, Management Science, Rand Journal of Economics, Science.

Referee for the following funding bodies

Danish National Research Foundation
 De Nederlandse Organisatie voor Wetenschappelijk Onderzoek (NWO)
 German Research Foundation (DFG)
 Economic & Social Research Council (ESRC)
 National Science Foundation (NSF)
 Thyssen Foundation
 The Austrian Science Fund (FWF)

Organization of conferences and workshops

09/19	IZA Workshop: Evaluation of Labor Market Policies: New Data and New Approaches
11/18	ROA Workshop Maastricht
09/18	IZA Workshop: IZA Workshop: Evaluation of Labor Market Policies: New Data and New Approaches
02/16	ROA Workshop, Maastricht
10/13	Netspar Workshop, Maastricht
10/11	Netspar Workshop, Maastricht
04/06	IZA/University of Amsterdam Workshop on Schooling and Risk
05/05	First Annual IZA Workshop on Behavioral and Organization Economics, Bonn
06/04	Third IZA/SOLE TransAtlantic Meeting of Labour Economist, Buch

Member of Conference Program Committee

EEA, 2008; EEA, 2009; EEA, 2010; EEA, 2011; EEA, 2012; EALE, 2008; EALE, 2009; EALE, 2010; EALE, 2011; EALE, 2012; Verein für Socialpolitik, 2012; EALE, 2013; EALE, 2014; Verein für Socialpolitik, 2014, 2015, EALE, 2015; EALE, 2016; EALE 2017.

PhD-students supervised

Thomas Neuber, Bonn Graduate School of Economics (1st advisor)
 Martin Acht, Bonn Graduate School of Economics (1st advisor)
 Renske Stans, Bonn Graduate School of Economics (2nd advisor)
 Axel Wogrolly, Bonn Graduate School of Economics (2nd advisor)
 Si Chen, Bonn Graduate School of Economics (1st advisor)
 Christian Zimpelmann, Bonn Graduate School of Economics (3rd advisor)
 Jana Hofmeier, Bonn Graduate School of Economics (2nd advisor)
 Jana Willrodt, Bonn Graduate School of Economics (2nd advisor)
 Olga Meshcheriakova, School of Business and Economics (2nd advisor)

Benjamin Enke, Bonn Graduate School of Economics (2nd advisor)
 Anke Becker, Bonn Graduate School of Economics (2nd advisor)
 Maria Zumbühl, Maastricht University, School of Business and Economics (1st advisor)
 Fabian Kosse, Bonn Graduate School of Economics (2nd advisor)
 Bart Loog, Maastricht University, School of Business and Economics (1st advisor)
 Olga Skriabikova, Maastricht University, School of Business and Economics (1st advisor)
 Jan Feld (co-supervisor), Maastricht University, School of Business and Economics
 Thomas Deckers, Bonn Graduate School of Economics (2nd advisor)
 Esther Schüring, Maastricht University, School of Governance (1st advisor)

PhD-committees

Maria Zumbühl, Maastricht University, School of Business and Economics
 Roxanne Korthals, Maastricht University, School of Business and Economics
 Benedikt Vogt, Maastricht University, School of Business and Economics
 Nicolas Salamanca, Maastricht University, School of Business and Economics
 Bart Loog, Maastricht University, School of Business and Economics
 Ong Chen, Maastricht University, School of Governance
 Olga Skriabikova, Maastricht University, School of Business and Economics
 Jan Feld, Maastricht University, School of Business and Economics
 Ulf Zölitz, Maastricht University, School of Business and Economics
 Seeun Jung, École des hautes études en sciences sociales, Paris
 Nathanaël Vellekoop, Tilburg University, Tilburg School of Economics and Management
 Myrthe Frenk, Maastricht University, School of Business and Economics
 Jan Sauermann, Maastricht University, School of Business and Economics
 Paul Smeets, Maastricht University, School of Business and Economics
 Elena Cettolin, Maastricht University, School of Business and Economics
 Ron Diris, Maastricht University, School of Business and Economics
 Esther Schüring, Maastricht University, School of Governance
 Annemarie Nelen, Maastricht University, School of Business and Economics
 Thomas van Huizen, Utrecht School of Economics
 Jacopo Mazza, Amsterdam School of Economics
 Arjan Non, Erasmus University Rotterdam
 Jeroen van Raak, Maastricht University, School of Business and Economics
 Kathrin Nies, Maastricht University, School of Business and Economics
 Florian Tomini, Maastricht University, School of Governance
 Ingrid Rohde, Maastricht University, School of Business and Economics
 Sabrina Teyssier, CNRS – University of Lyon
 Britta Augsburg, Maastricht University, School of Governance
 Bart Golsteyn, Maastricht University, School of Business and Economics
 Gerlanda Notten, Maastricht University, School of Governance

Communication of research results to a non-scientific audience

TV interviews on “Social Pressure Influences Decisions of Individuals.”

Westdeutscher Rundfunk (WDR), May 17, 2005; NRW.TV in “Guten Morgen NRW”, 4 October 2005

TV interviews on “Do Professionals Choke under Pressure?”

Westdeutscher Rundfunk (WDR), March 2, 2006; Deutsche Welle, June 22, 2006

TV interviews on the role of bonus payments and gift exchange at the workplace

Westdeutscher Rundfunk (WDR), June 2007

Selected radio interviews on “Social Pressure Influences Decisions of Individuals.”

Westdeutscher Rundfunk (WDR), May 17, 2005; Radio Bonn/Rhein-Sieg, May 17, 2005; Bayerischer Rundfunk (BR), May 18, 2005; Deutschlandradio (DLF), May 23, 2005; Campus Radio Bielefeld, July 6, 2005; DIE NEUE 107.7, January 3, 2006

Selected radio interviews on “Do Professionals Choke under Pressure?”

Westdeutscher Rundfunk (WDR), March 2, 2006; Hessischer Rundfunk (HR), March 4, 2006; Radio Bonn/Rhein-Sieg, April 3, 2006; RBB Radioeins Berlin, May 12, 2006; radioBERLIN 88,8, May 16, 2006; Radioeins Berlin, June 24, 2006; Radio Bremen, June 24, 2006; Deutschlandradio, June 29, 2006; Hessischer Rundfunk (HR-Info), June 30, 2006.

Other Radio Interviews

SWR1, March 22, 2006, on: “Performance Pay and Multi-Dimensional Sorting: Productivity, Preferences, and Gender.” Deutschlandradio (Studiozeit), December 7, 2006, on: “The Intergenerational Transmission of Risk and Trust Attitudes.”

Interviews in magazines and newspapers

Focus, Berliner Zeitung, Chrismon, De Limburger, Handelsblatt, KM Kultur und Management im Dialog, Kölner Rundschau, Kölner Stadtanzeiger, Reuters, Spiegel online, Stadionwelt, Volkskrant, WDR-online.

Articles about research in selected magazines and newspapers

11 Freunde, 3Sat, Alb Bote, Algemeen Dagblad, Apotheken Umschau, Ärzte Zeitung, Augsburger Allgemeine, Berliner Morgenpost, Berlingse Tidende, Bild, Bild am Sonntag, Bonner Generalanzeiger, Corriere della Sera, Daily Mail, Daily Record, Daily Telegraph, DEWEZET, Die Harke, Die Welt, FAZnet, Financial Times Deutschland, Frankfurter Allgemeine Sonntagszeitung, Frankfurter Neue Presse, Hamburger Abendblatt, Handelsblatt, Kölner Stadtanzeiger, Manager-Magazin (online edition), Morgenwelt, Neue Zürcher Zeitung, Nordwest Zeitung, n-tv.de, Psychologie Heute, Remscheider General- Anzeiger, Rheinische Post, Saar Echo, Salzburger Nachrichten, Sächsische Zeitung, Schwäbisches Tagblatt, Schwarzwälder Bote, Spiegel online, Stern.de, Stuttgarter Zeitung online, sueddeutsche.de, Süddeutsche Zeitung, The New Zealand Herald, Time Magazine, wallstreet-online.de, WDR.de, Westdeutsche Zeitung, Wiener Zeitung