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Personal

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

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 1998

09/94 - 12/98 Maastricht University, M.A. (drs.) in International Economic Studies 1999

Current Position and Affiliations

12/07 - present: Director of the Research Centre for Education and the Labour Market (ROA), Maastricht University

12/07 - present: Professor of Education and the Labour Market, Maastricht University

12/07 - present: Member of the Board, Limburg Institute for Business and Economic Research (LIBER) foundation, Maastricht University

01/08 - present: METEOR Programme leader "The Development and Utilization of Human Resources" (since September 2009 member of the METEOR management team)

09/08 - present: Secretary, European Association of Labour Economists (EALE), Maastricht University

12/07 - present: Research Fellow, Institute for the Study of Labor (IZA), Bonn

12/07 - present: Fellow, Maastricht Research School of Economics of Technology and Organizations (METEOR), Maastricht University

12/06 - present: DIW German Institute for Economic Research, Research Professor

Past Positions

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

Teaching

2009	The Nature of Human Motivation, Maastricht University
2008, 2009	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

Research Interests

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

Awards

2010	Excellence in Refereeing Award (American Economic Review)
2009	Pierson-medaille 2009 (De medaille wordt ter beschikking gesteld door de Pierson Stichting en is een aanmoedigingsprijs voor een veelbelovende onderzoeker, werkzaam aan een economische faculteit in Nederland, die internationaal gaat doorbreken.)

Grants and Scholarships

11/2009	METEOR PhD subsidie voor Maria Zumbühl (with Gerard Pfann)
10/2009	METEOR PhD subsidie voor Jan Feld (with Andries de Grip)
06/2009	METEOR PhD subsidie voor Olga Skriabikova (with Ben Kriechel)
06/2009	METEOR PhD subsidie voor Bart Loog (met Maarten Vendrik)
12/2007	METEOR Fellowship
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)

Publications

Publications in Refereed Journals:

“Performance Pay and Multi-dimensional Sorting: Productivity, Preferences and Gender” (with Armin Falk), forthcoming in *American Economic Review*.

“Individual Risk Attitudes: Measurement, Determinants and Behavioral Consequences” (with Armin Falk, David Huffman, Uwe Sunde, Jürgen Schupp, and Gert G. Wagner), forthcoming in the *Journal of the European Economic Association*.

“Direct Evidence on Risk Attitudes and Migration” (with David Jaeger, Armin Falk, David Huffman, Uwe Sunde, and Holger Bonin), *Review of Economics and Statistics*, August 2010, vol. 92, no. 3: 684-689.

“You get what you pay for: Incentives and Selection in the Education System” (with Armin Falk), *Economic Journal*, August 2010, vol. 120, no. 546: F256-F271.

“Are Risk Aversion and Impatience Related to Cognitive Ability?” (with Armin Falk, David Huffman, and Uwe Sunde), *American Economic Review*, June 2010, vol. 100, no. 3: 1238-1260.

“Biased probability judgment: Evidence of incidence and relationship to economic outcomes from a representative sample” (with Armin Falk, David Huffman, Felix Marklein, Uwe Sunde), *Journal of Economic Behavior & Organization*, 2009, vol. 72: 903-915.

“Homo Reciprocans: Survey Evidence on Behavioral Outcomes” (with Armin Falk, David Huffman, and Uwe Sunde), *Economic Journal*, March 2009, vol. 119, no. 536: 592-612.

“The Influence of Social Forces: Evidence from the Behavior of Football Referees,” *Economic Inquiry*, 2008, vol. 46, no. 3: 411-424.

“The Gender Earnings Gap inside a Russian Firm: First Evidence from Personnel Data - 1997 to 2002” (with Hartmut Lehman, and Anzelika Zaiceva), *Journal for Labour Market Research*, 2008, vol.41, Issues 2/3: 157-179.

“Do the Reciprocal Trust Less?” (with Steffen Altmann and Matthias Wibrall), *Economics Letters*, 2008, vol. 99: 454-457.

“Representative trust and reciprocity: prevalence and determinants” (with Armin Falk, David Huffman, and Uwe Sunde), *Economic Inquiry*, January 2008, vol. 46, no. 1: 84-90.

“Do professionals choke under pressure?” *Journal of Economic Behavior & Organization*, 2008, vol. 65, Issues 3-4: 636-653.

“Social comparison affects reward-related brain activity in the human ventral striatum” (with Klaus Fließbach, Bernd Weber, Peter Trautner, Uwe Sunde, Christian E. Elger, and Armin Falk), *Science*, 2007, vol. 318: 1305-1308.

“Cross-Sectional Earnings Risk and Occupational Sorting: The Role of Risk Attitudes” (with Holger Bonin, Armin Falk, David Huffman, and Uwe Sunde), *Labour Economics*, 2007, vol. 14, no.6: 926-937.

“Housing, Mobility, and Unemployment,” *Regional Science and Urban Economics*, 2005, vol. 35, no. 3: 305-325. (reprinted in C. van Ewijk (ed.), *Homeownership and the labour market in Europe*, Oxford University Press, 2009, pp. 15-32.)

“Performance, Seniority, and Wages: Formal Salary Systems and Individual Earnings Profiles,” *Labour Economics*, 2004, vol. 11, no. 6, 741-763.

“Monkey Bars and Ladders: The Importance of Lateral and Vertical Movements in Internal Labor Market Careers” (with Ben Kriechel and Gerard A. Pfann), *Journal of Population Economics*, 2004, vol. 17, no. 2: 193-228.

“Worker Separations in a Nonstationary Corporate Environment” (with Gerard A. Pfann), *European Economic Review*, 2004, vol. 48, no. 3: 645-663.

“Building and Using Economic Models: A Case-Study of the IS-LL Model,” *Journal of Economic Methodology*, 2002, vol. 9, no. 2: 191-212.

Book chapters:

“Wage determination and wage inequality inside a Russian firm in late transition: Evidence from personnel data - 1997 to 2002”
Forthcoming in: Ravi Kanbur and Jan Svejnar (Eds.), *Labor Markets and Economic Development*, Routledge, London and New York, 2009, pp. 62-89 (with Hartmut Lehmann and 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 vol. 4(2) 87-107)

Non-refereed Publications and Publications to Wider Audience:

“Kontrolliert und Repräsentativ: Beispiele zur Komplementarität von Labor- und Felddaten” (with Armin Falk and Uwe Sunde), *Perspektiven der Wirtschaftspolitik*, 2009, vol. 10 (Special Issue): 54-74.

“The Intergenerational Transmission of Attitudes” (with Armin Falk, David Huffman, and Uwe Sunde), *CESifo DICE Report Journal of Institutional Economics*, 2009, vol. 7, no.1: 18-12.

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

“Stimmen zur Zukunft der Arbeit: Mitarbeiterauswahl durch Anreizverträge” in: *Personalwirtschaft*, 2005, vol. 32, no. 6: 66.

“Stimmen zur Zukunft der Arbeit: Unternehmen sollten Angebote zur freiwilligen Weiterbildung in der Freizeit fördern” in: *Personalwirtschaft*, 2004, vol. 31, no. 9: 66.

Papers under review

“The Intergenerational Transmission of Risk and Trust Attitudes” (with Armin Falk, David Huffman, and Uwe Sunde), IZA DP 2380.

“The Non-Use of Bayes Rule: Representative Evidence on Bounded Rationality” (with Armin Falk, David Huffman, Felix Marklein and Uwe Sunde), ROA-RM-2009/1.

“Wage Policies of a Russian Firm and the Financial Crisis of 1998: Evidence from Personnel Data” (with Hartmut Lehmann and Mark E. Schaffer), IZA DP 3350.

“Relative versus Absolute Income, Joy of Winning, and Gender: Brain Imaging Evidence” (with Armin Falk, Klaus Fliessbach, Uwe Sunde, Bernd Weber).

Other Working Papers

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

“Dynamic Inconsistency Predicts Self-Control Problems in Humans” (with Armin Falk, David Huffman, and Uwe Sunde).

“Field Evidence for Mixed-Strategy Equilibrium Play” (with Hendrik Sonnabend).

“Demotivating Workers: Retrenchment of pension rights and negative reciprocity” (with Raymond Montizaan, Frank Cörvers, and Andries de Grip)

Work in Progress

“Validating Survey Questions with Field Experimental Data: The Case of Time Preferences and Risk Attitudes” (with Armin Falk, David Huffman, Uwe Sunde, Jürgen Schupp and Gert G. Wagner).

“The Measurement and Stability of Risk Preferences” (with Armin Falk, Jim Heckman, David Huffman, Uwe Sunde, Jürgen Schupp, Gert G. Wagner).

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

“Portfolio Choice in Human Capital Investments: Specialization and Risk” (with Joop Hartog, Ben Kriechel, and Gerard Pfann).

“Ideological inculcation: how political systems shape non-cognitive skills” (with Mirko Seithe and Uwe Sunde).

Professional Activities

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, Industrial and Labor Relations Review, Industrial Relations, Jahrbücher für Nationalökonomie und Statistik, Labour Economics, Journal of Economic Behavior and Organization, Journal of the European Economic Association, 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, Quarterly Journal of Economics, Review of Economics and Statistics, Review of Economic Studies, Small Business Economics

Referee for the following funding bodies

De Nederlandse Organisatie voor Wetenschappelijk Onderzoek (NWO)
 German Research Foundation (DFG)
 National Science Foundation (NSF)
 Economic & Social Research Council (ESRC)

Organization of conferences and workshops

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; EALE, 2008; EALE, 2009; EALE, 2010.

PhD-committees

Ingrid Rohde, 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

Presentations at conferences, workshops and seminars

Conferences

06/10 Sciences Po/IZA Workshop on Trust, Civic Spirit and Economic Performance, Paris
 06/10 EALE London
 12/09 IZA/Bertelsmannstiftung Workshop “ Was sich lohnt - Anreiz- und Entgeltstrukturen für morgen“, Hannover
 11/09 Lustrum Conferentie, Utrecht School of Economics

- 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 Conference - Frontiers 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 Conference - Frontiers 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 in Lausanne/Switzerland
- 04/01 SOLE Meetings in 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

Presentations at Seminars and Workshops

- 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

Formal Paper Discussions

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 Bourgo
 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

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, Kölner Rundschau, Kölner Stadtanzeiger, Reuters, Spiegel online, Stadionwelt, Volkskrant, WDR-online

Articles about research in magazines and newspapers

11 Freunde, 3Sat, Alb Bote, Algemeen Dagblad, Apotheken Umschau, Ärzte Zeitung, Augsburgener Allgemeine, Berliner Morgenpost, Berlingse Tidende, 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