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Adjunct Professor of Experimental Economics

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University of Duisburg-Essen

Interim Professor of Experimental Economics

Faculty of Business and Economics

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University of Göttingen

Adjunct Professor of Experimental Economics

Platz der Göttinger Sieben 3

37073 Göttingen, Germany

Personal Information

Date of Birth July 13, 1980, in Heilbronn, Germany

Citizenship German

Research Interests

Behavioral and Experimental Economics, IO, Labor Economics, Public Economics

Positions

- 2024–present **Interim Professor (W3)**, *University of Duisburg-Essen*
Working Group for Experimental Economic Research
- 2023–present **PI of the DFG project**, *University of Göttingen*
“Gender Effects in Oligopolistic Markets: Leadership and Collusion”
- 2022–present **Adjunct Professor of Experimental Economics**, *University of Göttingen*
- 2021–2023 **Interim Professor (W3) of Quantitative Economic Policy**, *University of Duisburg-Essen*
- 2014–2022 **Assistant Professor of Experimental Economics**, *University of Göttingen*
- 2017 **Call from Macquarie University (Sydney)**
For a position of Associate Professor (refused)
- 2017–2018 **Interim Professor (W3) of Experimental Economics**, *University of Mannheim*
- 2017 **Successful interim evaluation as an Assistant Professor**, *University of Göttingen*
- 2013–2014 **Postdoctoral Researcher**, *FAU University of Erlangen-Nuremberg*
Chair of Economic Theory, Prof. Dr. Veronika Grimm
- 2013 **Postdoctoral Researcher**, *Düsseldorf Institute for Competition Economics (DICE)*
- 2012 **Visiting Scholar**, *Economic Science Institute (ESI), Chapman University*
Orange, CA, USA
- 2010–2012 **Doctoral Student and Research Assistant**, *Düsseldorf Institute for Competition Economics (DICE)*
- 2008–2010 **Doctoral Student and Research Assistant**, *University of Frankfurt*

Editorial Positions

- 2022–present **Member of the editorial board**, *PLOS ONE*
- 2020 **Guest associate editor**, *Frontiers in Psychology*
Special Issue on “Gender Differentials in Times of COVID-19”

Education

- 2013 **Doctor Rerum Politicarum (Summa Cum Laude)**, *University of Düsseldorf*
Dissertation: "The Impacts of Social Preferences and Biases on Individual and Group Decision Making: Four Essays in Experimental Economics" (Supervisor: Prof. Dr. Hans-Theo Normann)
- 2008 **PhD-Candidate**, *University of Frankfurt*
- 2008–2009 **Visiting Student**, *Graduate School of Economics in Finance and Management, University of Frankfurt*
- 2007 **Diplom Volkswirt (equiv. to M.A. in Economics)**, *University of Heidelberg*
Diploma Thesis: "An Empirical Analysis of the Disposition Effect's long-run impacts on investor's performance" (Supervisor Prof. Jörg Oechssler, PhD)

Publications

Google Scholar, h-index: 22, 1679 Citations (September 17, 2025)

Refereed Journals

- [34] Gender Differences in Dishonesty Disappear When Leaders Make Decisions on Behalf of their Team (with Kerstin Grosch, Stephan Müller and Lilia Wasserka-Zhurakhovska) *Forthcoming in The Leadership Quarterly*
- [33] The effects of profit-sharing distributions on employee stock purchase plan participation (with Jan Christoph Hennig, Rieke Hullmann and Michael Wolff), *Frontiers in Behavioral Economics* 3, 1484468, 2025.
- [32] Gender and Cooperation in the Presence of Negative Externalities (with Justus Haucap and Christina Heldman), *Games and Economic Behavior* 147, 148-168, 2024.
- [31] Delayed Risk in Individual and Social Decisions (with Asri Özgümüs and Stefan Trautmann), *Journal of Economic Psychology* 102, 102710, 2024.
- [30] The Effects of Betrayal Aversion on Effort Provision when Incentives are Fragile (with Volker Benndorf and Stephan Müller), *Management Science* 70, 7750-7769, 2024.
- [29] Competition and moral behavior: A meta-analysis of 45 crowd-sourced experimental designs (with Christoph Huber, Anna Dreber, Felix Holzmeister, and many more), *Proceedings of the National Academy of Sciences* 120 (23) e2215572120, 2023.
- [28] The Team Allocator Game: Allocation Power in Public Goods Games (with A. Karakostas, M. Kocher, D. Matzat, G. Riewe), *Games and Economic Behavior* 140, 73-87, 2023.
- [27] Determinants of People's Motivations to Approach COVID-19 Vaccination Centers (with Claudia Keser), *Scientific Reports* 13:5282, 2023.
- [26] Editorial: Gender Differences in Times of COVID-19 (with M. Belot, S. Müller and C. Schwierien), *Frontiers in Psychology*, 2022.
- [25] Do I Care if You are Paid? Field Experiments and Expert Forecasts in Charitable Giving (with Anya Samek and Lilia Zhurakhovska), *Journal of Economic Behavior & Organization* 195, 42-51, 2022.
- [24] The Effects of Gift Vouchers and Environmental Certificates on the Demand for a Collective DRT System (with Aljoscha Minnich and Jan Schlüter), *Transportation* 49, 1683-1714, 2022.
- [23] Either with us or against us: Experimental Evidence on Partial Cartels (with Georg Clemens), *Theory and Decision* 93, 237-257, 2022.
- [22] Time Preferences in Decisions for Others, *Economics Letters* 109766, 2021.
- [21] Economic Preferences and Compliance in the Social Stress Test of the Corona Crisis (with Stephan Müller), *Journal of Public Economics* 194, 104322, 2021.
- [20] Gender Differences in Multi-Employee Gift Exchange with Self-Reported Contributions (with Veronika Grimm and Simeon Schächtele), *PLoS one* 15(9), e0238236, 2020.

- [19] Procedural Unfair Wage Differentials and their Effects on Unethical Behavior (with Kerstin Grosch), *Economic Inquiry* 58, 1689-1706, 2020.
- [18] Gender Bias in the Evaluation of Teaching Materials (with Asri Özgümüş, Stefan T. Trautmann and Christian König-Kersting), *Frontiers in Psychology* 11, 1074, 2020.
- [17] Motivational Crowding Out Effects in Charitable Giving: Experimental Evidence (with Stephan Müller), *Journal of Economic Psychology* 76, 102210, 2020.
- [16] The Suitability of Peer Education to Improve Diabetes Management and Outcomes in a low-income Setting: A Randomized Controlled Trial (with T. Seuring, Marthoenis, S. Rhode, L. Rogge L, S. Besançon, H. Zufry, H. Sofyan, and S. Vollmer), *Trials* 20: 548, 2019.
- [15] The Disposition Effect when Deciding on Behalf of Others (with Daniel Hermann and Oliver Mußhoff), *Journal of Economic Psychology* 74, 102192, 2019.
- [14] Too Cold for Warm Glow? Experimental Evidence on Christmas-Season Effects in Charitable Giving (with Stephan Müller), *PloS one* 14(5), e0215844, 2019.
- [13] Decisions Under Uncertainty in Social Contexts (with Stephan Müller), *Games and Economic Behavior* 116, 73-95, 2019.
- [12] Minimizing Learning Behavior in Experiments with Repeated Real-Effort Tasks (with Volker Benndorf and Christian Sölch), *Journal of Behavioral and Experimental Finance* 22, 239-248, 2019.
- [11] Do Discriminatory Leniency Policies Fight Hard-Core Cartels? (with Georg Clemens), *Journal of Economics & Management Strategy* 28, 336-54, 2019.
- [10] Gender Differences in Motivational Crowding Out of Work Performance (with Volker Benndorf and Christian Sölch), *Economic Inquiry* 57, 206-226, 2019.
- [9] On the Impact of Quotas and Decision Rules in Ultimatum Collective Bargaining (with Robert Feicht, Veronika Grimm and Gesine Stephan), *European Economic Review* 100, 175-192, 2017.
- [8] Gender Differences in Honesty: The Role of Social Value Orientation (with Kerstin Grosch), *Journal of Economic Psychology* 62, 258-26, 2017.
- [7] How Competitiveness May Cause a Gender Wage Gap: Experimental Evidence (with Matthias Heinz and Hans-Theo Normann), *European Economic Review* 90, 336-349, 2016.
- [6] The Relation of Risk Attitudes and Other-Regarding Preferences: A Within-Subjects Analysis (with Stephan Müller), *European Economic Review* 85, 1-7 (lead article), 2016.
- [5] The Disposition Effect in Team Investment Decisions: Experimental Evidence, *Journal of Banking and Finance* 61, 272-282, 2015.
- [4] Simultaneous and Sequential Contributions to Step-Level Public Goods: One vs. Two Provision Levels (with Hans-Theo Normann), *Journal of Conflict Resolution* 59, 1273-1300, 2015.
- [3] Does Ambiguity Aversion Survive in Experimental Asset Markets? (with Sascha Füllbrunn and Utz Weitzel), *Journal of Economic Behavior & Organization* 107B, 810-826, 2014.
- [2] The Disposition Effect and Loss Aversion: Do Gender Differences Matter?, *Economics Letters* 123, 33-36, 2014.
- [1] Do Women Behave More Reciprocally than Men? Gender Differences in Real-Effort Dictator Games. (with Matthias Heinz and Steffen Juranek), *Journal of Economic Behavior & Organization* 83, 105-110, 2012.

Book Contribution

Trust and Trustworthiness: A Survey of Gender Differences, *Psychology of Gender Differences*, ed. Sarah McGeown, Nova Publishers, 2012.

Working Papers & R&R's

Partial Cartels and Umbrella Pricing: An Experimental Investigation (with Lisa Bruttel and Vasilisa Werner) *Reject & Resubmit in The Economic Journal*

Remote and Face-to-Face Bargaining: Economic Effects on Efficiency and Fairness (with Faezeh Heydari, Claudia Keser and Anne Schacht)

A Guide to Conducting School Experiments: Expert Insights and Best Practices for Effective Implementation (with Kerstin Grosch, Simone, Haeckl and Paul Preuß)

Work in Progress

Effects of AI Assisted Learning on Academic Performance and Learning Perceptions (with Mira Fischer and Rainer Rilke)

Simplifying the elicitation of preferences: A lab-in-the-field approach in India (with Kerstin Grosch, Stephan Müller, Nitya Mittal, Sebastian Vollmer and Lilia Wasserka-Zhurakhovska)

Son Preferences and the Role of Beliefs for Child Investment Decisions in India (with Sebastian Vollmer and Liza von Grafenstein)

Role models or bad examples? Foreigners, Corruption Behavior, and Dishonesty (with Tunde Alabi, Lennart Kaplan and Allen Xiao)

Does Impact Uncertainty of Sustainable Assets Affect Risk-Taking Behavior? (with Oliver Frensch and Olaf Korn)

Analyzing the Influence of AI on Gender Disparities in the Labor Market (with Bernd Irlenbusch and Rainer Rilke)

A Cross-Cultural Analysis on the Impact of Gender Differences in Competitiveness on the Gender Pay Gap Experiment (with Jan Hennig, Natascha Loth, Stephan Müller and Michael Wolff)

The Influence of Gender Differences on Communication and Collusion (with Faezeh Heydari and Anne Schacht)

Can Information on the Gender Pay Gap Nudge Managers' Pay Allocation Decisions? (with Jan Hennig, Natascha Loth, Stephan Müller and Michael Wolff)

Job Applications and the Role of Competitive Preferences (with Matthias Heinz, Hans-Theo Normann and Heiner Schumacher)

Academic Autonomy

2021-2022 Member of the faculty council at the University of Göttingen.

2021-2022 Member of the working group on the restructuring of teaching in the post-pandemic time at the University of Göttingen.

2020 Member of the working group on the reorganization of the Bachelor program at the University of Göttingen.

2020 Member of the working group on the establishment of a new introductory lecture series (Ringvorlesung) in economics at the University of Göttingen.

2020 Member of the appointment committee of the W2-Professorship in "supply chain management and production", University of Göttingen.

2020 Member of the selection committee for the Dorothea Schlözer Post-Doc Scholarship at the University of Göttingen.

2019 Research talk at the alumni event of the University of Göttingen.

2019 Co-organization of the "Girls' Day" at the University of Göttingen.

2019 Member of the appointment committee of the W3-Professorship in "supply chain management and production", University of Göttingen.

2019 Talk at "Nacht des Wissens", University of Göttingen.

- 2018 Member of the workgroup: "Teaching" for the redesign of the teaching offer in Bachelor of Economics, University of Göttingen.
- 2017 Talk and participant at the panel discussion of the young academics workshop of the "Verband der Hochschullehrer für Betriebswirtschaft" at the University of Göttingen.
- 2017 Co-organization of the "Girls' Day" at the University of Göttingen.
- 2016 Member of the workgroup: "Promotion of young researchers", University of Göttingen.
- 2016 Co-organization of the "Girls' Day" at the University of Göttingen.
- 2016 Co-organization of the open day of the University of Göttingen.
- 2013 Member of the appointment committee of the W1 professorship in Economics, Düsseldorf Institute for Competition Economics (DICE).
- 2011 Member of the appointment committee of the W1 professorship in Experimental Economics, Düsseldorf Institute for Competition Economics (DICE).

PhD Supervision

- 2024–present Chiara Velten
- 2016–2018 PhD supervision of Daniel Hermann

Teaching Experience

University of Duisburg-Essen

- 2021-2024 Recurring Courses: Introduction to Experimental Economics (B.Sc.), Market Design and Experimental Economics (M.Sc.), Principles of Economics (B.Sc.), Competition Policy (B.Sc.), Seminar in Behavioral Finance (B.Sc.), Seminar in Experimental Economics (M.Sc.), Experimental Economics (M.Sc.)

University of Göttingen

- 2014-2024 Recurring Courses: Principles of Economics (B.Sc.), VWL in Action (B.Sc. lecture series), Behavioral Economics: Theory and Experimental Methods (M.Sc.), Behavioral Finance (B.Sc. Seminar), Behavioral Game Theory (M.Sc.), Gender Differences in Labor Economics (M.Sc. Seminar), Field Experiments in Experimental Economics (M.Sc. Seminar), Microeconomics II (B.Sc.), The Behavioral Economics of COVID-19 (B.Sc. Seminar), Market Morality: A Behavioral Economics Perspective (B.Sc. Seminar)

University of Mannheim

- 2017-2018 Courses: Microeconomics B (M.Sc.), Behavioral Economics: Theory and Experimental Methods (M.Sc.), Behavioral Perspectives of Institutions and Organizations (B.Sc.), Gender Differences in Labor Markets (M.Sc. Seminar), Behavioral Finance (M.Sc. Seminar), Experimental Design Seminar (PhD), Field Experiments in Experimental Economics (M.Sc. Seminar)

IREBS Immobilienakademie/ University of Regensburg

- 2014-2022 MBA Lecture on Decision-Based Game Theory

Other Teaching Positions

- 2013-2014 University of Erlangen-Nuremberg: Behavioral Economics (M.Sc. Tutorial), Experimental Design Course (Seminar/Lecture Graduate Program)
- 2010-2013 University of Düsseldorf: Institutional and Organizational Economics (B.Sc. Lecture), Game Theory (M.Sc. Tutorial), Microeconomics (M.Sc. Tutorial), Price and Competition Theory (M.Sc. Tutorial), Principles of Microeconomics (B.Sc. Tutorial)
- 2009 University of Frankfurt: Fundamentals of Microeconomics (M.Sc. Tutorial), Behavioral Finance (M.Sc. Seminar)

- 2007-2008 University of Heidelberg: The Economics of Innovation & the Life Sciences (M.Sc. Tutorial), The Private Provision of Public Goods (M.Sc. Seminar), Environment and Development (M.Sc. Seminar), Principles of Economics (B.Sc. Tutorial)
- 2007 University of Cooperative Education Mannheim: Principles of Macroeconomics (B.Sc. Lecture)

Conferences & Invited Talks

Conference Participation

- 2025 Workshop for Experimental Economics in Lüneburg 2025; Experimental Finance Conference 2025 in Maastricht; Workshop for Experimental Economics 2025 in Clausthal; GfeW Annual Meeting in Hamburg; VfS Annual Meeting in Cologne
- 2024 Workshop for Experimental Economics in Lüneburg 2025; MBEES Conference in Maastricht; GfeW Annual Meeting in Cologne; VfS Annual Meeting in Berlin; ESA Annual European Meeting in Helsinki
- 2023 MBEES Conference in Maastricht; ESA Conference in Lyon; Experimental Economics Workshop in Clausthal; GfeW Annual Meeting in Erfurt
- 2022 MBEES Conference in Maastricht; ESA Conference in Bologna; Annual Meeting of the "Verein für Socialpolitik" in Basel; 2nd Berlin Workshop on Empirical Public Economics: Gender Economics
- 2020 Annual Meeting of the "Verein für Socialpolitik" in Köln (Germany, digital); Virtual Experimental Finance Workshop (digital)
- 2019 Annual Meeting of the "Verein für Socialpolitik" in Leipzig (Germany); M-BEES 2019 in Maastricht (Netherlands)
- 2018 Annual Meeting of the "Verein für Socialpolitik" in Freiburg (Germany); Experimental Finance Conference in Heidelberg (Germany); ESA World Meeting in Berlin (Germany); Collier Conference on Behavioral Economics (CCBE) in Tel Aviv (Israel)
- 2017 M-BEES 2017 in Maastricht (Netherlands); ESA World Meeting in San Diego, CA (USA)
- 2016 ESA International Meeting in Jerusalem (Israel); Collier Conference on Behavioral Economics (CCBE) in Tel Aviv (Israel); IMEBEES Conference in Rome (Italy)
- 2015 SPI Annual Conference in Chicago (IL, USA); ESA European Meeting in Heidelberg; Gender Workshop in Berlin; NIBS Workshop in Nottingham (England)
- 2014 NERD Workshop in Nuremberg (Germany); Annual Meeting of the "Verein für Socialpolitik" in Hamburg (Germany); ESA International Meetings in Honolulu (HI, USA); MBEES Conference in Maastricht (Netherlands); Annual Conference of the Royal Economic Society in Manchester (UK)
- 2013 ESA World Meeting in Zurich (CH); Thurgau Experimental Economics Meeting in Kreuzlingen (CH); 11th Annual International Industrial Organizations Conference in Boston (MA, USA)
- 2012 82nd Annual Meetings of the Southern Economic Association (SEA) in New Orleans (LA, USA); SABE in Granada (Spain); 5th Maastricht Behavioral and Experimental Economics Symposium (Netherlands); 10th Annual International Industrial Organizations Conference in Arlington (VA, USA)
- 2011 Economic Science Association (ESA) - World Meeting Chicago (IL, USA); Annual Congress of the European Economic Association (EEA) in Oslo (Norway); Annual Meeting of the "Verein für Socialpolitik" in Frankfurt (Germany); Experimental Finance Conference in Innsbruck (Austria)
- 2010 Economic Science Association (ESA) - World Meeting in Copenhagen (Denmark)
- 2009 Economic Science Association (ESA) - European Meeting in Innsbruck (Austria)

Invited Talks

- 2025 Behavioral Economics and Management Science Colloquium at Hamburg University of Technology; Invited expert at the Pre-Congress Workshop "The future of economic experiments in agricultural economics" of the EAAE in Bonn

- 2024 Tinbergen Institute Amsterdam (U. Amsterdam); University of Innsbruck
- 2023 University of Bremen; Düsseldorf Institute for Competition Economics (DICE); GATE-Lab Lyon; German Primate Center Göttingen
- 2022 University of Hannover; University of Aarhus; TU Clausthal; University of Duisburg-Essen; University of Potsdam
- 2021 ASSA 2021 Virtual Annual Meeting: Talk at organized/invited session on Preferences, Norms, and Behavioral Change in the Coronavirus Epidemic; OECD Workshop: "Gender Inclusive Competition Policy"
- 2020 Université de Franche-Comté (Besancon, France)
- 2019 Institute for Advanced Studies in Vienna (Austria); FLEX anniversary conference 2019 in Frankfurt (Germany)
- 2017 Talk on career opportunities at VHB young researchers' workshop
- 2016 University of Duisburg-Essen; KIT, University of Karlsruhe
- 2014 Workshop on Gender Issues in Experimental Economics: "Men are from Mars. Women are from Venus", Alicante (ESP)
- 2012 Research Seminar of ESI at Chapman University, Orange, (CA, USA)
- 2011 University of Frankfurt, University of Heidelberg, and Centre for European Economic Research Mannheim

Scholarships and Grants

- 2024 Volkswagen Foundation: "Wissenschaftsräume", PI at the University of Göttingen in the joint application "Behavioral Economics and Social Transformation" (with M. Mechtel, F. Paetzel, G. Eisenkopf and partners at the Universities of Lüneburg, Clausthal, Hannover, Oldenburg, Osnabrück, Vechta and the Fraunhofer Institute for Applied Information Technology; own share: **55,718€**).
- 2023 DFG ("German Research Foundation") own position and grant (with A. Schacht) for the project: "Gender Effects in Oligopolistic Markets: Leadership and Collusion", **530,863€** (Role: PI, own share: **391,048€**)
- 2021 Joachim Herz Stiftung Sachbeihilfe (with Kerstin Grosch and Simone Häckl) for the project: "Origins of Gender Differences in Leadership", **17,229€**
- 2020 OCED Grant (with Justus Haucap and Christina Heldman) "Experiments on a Gender Inclusive Competition Policy", **15,000€**
- 2018 University of Göttingen Start-up Grant (with Lilia Zhurakhovska) "Gender Differences in Leadership: The Impact on Work Motivation and Compliance", **8,912€**
- 2016 Joachim Herz Stiftung Sachbeihilfe (with Stephan Müller) for the project: "The Relation of Risk Preferences and Social Preferences", **12,768€**
- 2015 Fritz-Thyssen Stiftung Sachbeihilfe (with Emmanuel Peterlé) for the project: "Gender differences in job promotion: Competitiveness, discrimination and affirmative action policies", **13,960€**
- 2012 Anton Betz Stiftung der Rheinischen Post Düsseldorf Sachbeihilfe (with Georg Clemens), **3,000€**
Scholarship of the Deutscher Akademischer Austauschdienst (DAAD) for a research stay at the ESI, Chapman University, Orange (USA)

Refereeing Activities

Journals

American Economic Journal: Economic Policy, Economic Inquiry, Economic Journal, Economics Letters, Economic Modelling, European Economic Review, Experimental Economics, Finance Research Letters, Frontiers in Psychology, Games, Games and Economic Behavior, German Economic Review, International Journal of Industrial Organization, Journal of Banking and Finance, Journal of Behavioral Decision Making, Journal of Behavioral Economics and Experimental Economics, Journal of Business Economics, Journal of Business Ethics, Journal of Economic Behavior & Organization, Journal of Economic Dynamics and Control, Journal of Economic Psychology, Health Economics, Journal of Public Economics, Journal of the Economic Science Association, Journal of the European Economic Association, Management Science, Nature: Human Behavior, Nonprofit and Voluntary Sector Quarterly, PLOS ONE, Review of Behavioral Finance, Review of Behavioral Economics, Review of Finance, Southern Economic Journal, The B.E. Journal of Economic Analysis and Policy, The Quarterly Review of Economics and Finance, The Social Science Journal, Theory and Decision.

Other Refereeing Services

DFG, BMBF, Joachim Herz Foundation, National Science Centre Poland

Other Activities

- Since 2008 Advisory board member of the 'Initiative Wertpapier Heidelberg (IWH) e.V.'
2006–2008 Chairman of the 'Initiative Wertpapier (IWH) e.V.'

Languages

German (native speaker), English (fluent), French (basic)

Memberships

Verein für Socialpolitik e.V., Sozialwissenschaftlicher Ausschuss des Vereins für Socialpolitik, Society for Experimental Finance, Economic Science Association (ESA), GfEW - Gesellschaft für experimentelle Wirtschaftsforschung e.V., Initiative Wertpapier Heidelberg (IWH) e.V., Bundesverband der Börsenvereine an deutschen Hochschulen (BVH) e.V.

References

Prof. Dr. Hans-Theo Normann
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90443 Nürnberg
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1090 Vienna
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