

Guido Friebe

German citizen, born 8 March 1965

Full Professor and Dean of Studies
Faculty of Economics and Business,
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Fields of research

Organizational economics and Human resources

Institutional economics and transition

Industrial organization and regulation (in particular, of railroads)

Academic work experience

Maître de Conférence at EHESS (2002 - 2007) (tenured), Toulouse School of Economics

Deputy Director of Stockholm Institute of Transition Economics (SITE) (tenured), Stockholm School of Economics (2001/2002)

Assistant Professor, SITE, Stockholm School of Economics (1997-2001)

Marie Curie Post-doctoral fellow at IDEI, Toulouse (1996-1997)

Education

Habilitation à diriger des recherches en sciences économiques, University of Toulouse, March 2007

Ph.D. in Economics, Free University of Brussels, June 1996, “les plus grandes distinctions” (summa cum laude)

Diplom-Volkswirt (M.A., Economics), Bielefeld, June 1992 (sehr gut)

Peer-reviewed publications

Organizations and Human Resources

“Resisting Moral Wiggle Room: How Robust is Reciprocity?” (co-authors Michael Kosfeld, Julija Kulisa, Joël van der Weele), *American Journal of Economics, (Microeconomics)*, vol. 6, 2014: 256-264

“Parental Leave: A Policy Evaluation of the Swedish Daddy-Month Reform” (co-authors John Ekberg, Rickard Ericksson), *Journal of Public Economics*, vol. 97, 2013: 131-143

“Whistle-blowing and Incentives in Firms” (co-author Sergei Guriev), *Journal of Economics and Management Strategy*, vol. 21, 2012: 1007-1027

“Do Women Have Longer Conversations? Telephone Evidence of Gendered Communication Strategies” (co-author Paul Seabright), *Journal of Economic Psychology*, vol. 32, 2011: 348–356

“Team Governance: Empowerment or Hierarchical Control”, (co-author Wendelin Schnedler), *Journal of Economic Behavior and Organization* vol. 78, 2010: 1–13

“Resource Allocation and Firm Scope” (co-author Michael Raith), *American Economic Journal (Microeconomics)*, vol. 2, 2010: 1-33

“Fighting for Talent: Risk-shifting, Corporate Volatility, and Organizational Change” (co-author Mariassunta Giannetti), *Economic Journal*, vol. 119, 2010: 1344-1373

“A Note on CEO Compensation, Elimination Tournaments and Bankruptcy Risk” (co-author Alexandr Matros), *Economics of Governance*, vol. 6, 2004: 105-11

“Abuse of Authority and Hierarchical Communication”, (co-author Michael Raith), *The RAND Journal of Economics* vol. 35, 2004: 224-44

“Career Concerns in Teams” (co-authors Emmanuelle Auriol, Lambros Pechlivanos), *Journal of Labor Economics*, vol. 20, 2002: 289-307

Institutional and Transition Economics

“The Schubert Effect: When Flourishing Businesses Crowd Out Human Capital” (co-authors Jibirila Leinyuy, Paul Seabright), forthcoming *World Development*

“Management Quality, Ownership, Firm Performance and Market Pressure in Russia”, (co-author Helena Schweiger), published online *Open Economies Review*, vol. 24, 2013: 763-788.

“Xenophobic Attacks, Migration Intentions and networks: Evidence from the South of Africa” (co-authors Juan-Miguel Gallego, Maria-Pia Mendola), *Journal of Population Economics*, vol. 26, 2013: 555-591

“Club-in-the-Club: Reform under Unanimity” (co-authors Erik Berglöf, Mike Burkart, Elena Paltseva), *Journal of Comparative Economics*, vol. 40, 2012: 492-507

“Insider Privatization and Careers – A Clinical Study of a Russian Firm in Transition” (co-author Elena Panova), in Stefan Bender et al (editors), *The Analysis of Firms and Employees*, 2009, *Chicago University Press, NBER*

“Widening and Deepening: Reforming the European Union” (co-authors Erik Berglöf, Mike Burkart, Elena Paltseva), *American Economic Review (Papers and Proceedings)*, vol. 98, 2008: 133-37

“Smuggling Humans: A Theory of Debt-financed Migration” (co-author Sergei Guriev), *Journal of the European Economic Association*, vol. 4, 2006: 1085-1111

“Attaching Workers Through In-kind Payments: Theory and Evidence from Russia” (co-author Sergei Guriev), *The World Bank Economic Review*, vol. 19, 2005: 175-202

“A Positive Theory of Give-away Privatization” (co-author Olivier Debande), *International Journal of Industrial Organization* vol. 22, 2004: 1309-25

“Bureaucracies in the Russian Voucher Privatisation”, *The Economics of Transition* vol. 8, 2000: 37-57

“Organisational Issues of Trade and Services Privatisation in Russia”, *Economic Systems* vol. 19, 1995: 25-58

IO and Regulation

“Media Bias against Foreign Owners: Downsizing” (co-author Matthias Heinz), forthcoming *Journal of Public Economics*

“Patterns of Restructuring: The U.S. Class 1 Railroads from 1984 to 2004” (co-authors Gerard McCullough, Laura Padilla), *Journal of Transportation Economics and Policy*, vol. 48, 2014: 115-135

“Railroad (De)Regulation – A European Efficiency Comparison” (co-authors Marc Ivaldi, Catherine Vibes), *Economica*, vol. 77, 2010: 77-91

“The Functioning of Inter-modal Competition in the Transportation Market: Evidence from the Entry of Low-cost Airlines in Germany” (co-author Marko Niffka), *Review of Network Economics*, vol. 8, 2009: 189-211

“Railroad Restructuring in Russia and Central and Eastern Europe: One Solution for All Problems?” (co-authors Elizaveta Cheviakhova, Sergei Guriev, Russell Pittman, Anna Tomová), *Transport Reviews*, vol. 27, 2007: 251-71.

Papers under revision

“The Firm as the Locus of Social Comparisons: Internal Labor Markets Versus Up-or-Out” (co-authors Emmanuelle Auriol, Frauke Lammers) CEPR Discussion Paper #8829, IZA Discussion Paper #6343, revise and resubmit, *Journal of Economic Behavior and Organization*

Other submitted papers and work in progress

“Team Incentives and Performance: Evidence from a Retail Chain” (co-author Matthias Heinz, Miriam Krüger, Nick Zubanov), presented at NHH Bergen, Cologne, Columbia, Copenhagen, Frankfurt, Maastricht, UNSW, the European Bank for Reconstruction and Development, London, a conference organized by the university of Aarhus, a workshop organized by LMU Munich, the Annual GEABA conference and the NBER Organizational Economics Working Group Meeting 2014 in Stanford

“Managers, Training, and Internal Labor Markets” (co-author Michael Raith), presented at the NBER workshop on Organizational Economics in Boston 2012, at the University of New South Wales, MIT, National University Singapore, Queens, POEK Cologne

“The Costs and Benefits of Multi-tasking: Evidence from Call Centers” (co-author Levent Yilmaz), presented at the Conference on Gaming and Incentives in Bonn, at Australian National University, Humboldt University Berlin, KIT Karlsruhe

“Selectivity and Opportunism: Two Dimensions of Gender Differences in Trust Games and Network Formation” (co-authors Marie Lalanne, Bernard Richter, Peter Schwardmann, Paul Seabright)

“Mystery Shopping” (co-authors Matthias Heinz, Miriam Krüger, Nick Zubanov)

“Experimenting with Talent” (co-authors Tobias Brüner, Richard Holden, Suraj Prasad)

“Effects of Post-Traumatic Stress: From 1618 to Today” (co-authors Matthias Heinz, Marc Ludwig)

“The Role of Governments as Mediators in International Migration: The Case of Vietnam”

“Why Do People Want to Get Promoted if Their Earnings Decrease?” (co-authors Mark Bernard, Matthias Heinz, Nick Zubanov)

Academic activities

Co Managing Editor, *Economics of Transition*

Director of the Transparency Lab of the Center of Excellence “SAFE: Sustainable Financial Architecture for Europe”, with a budget of 13 million Euro granted by the state of Hesse

Member of the Editorial Board of *BEJEAP* (since 2013)

Member of the Scientific Committee of the Annual CEPR Conference on “Incentives, Management and Organizations”, 2013, 2014

Associate Editor, *Economic Systems* (2003 - 2007)

Member, Programme Committee, 2013, 2011, 2010, 2008, 2002, 2001, 1999 *Annual EEA Meetings*

Member of the Scientific Board of the Florence School of Regulation, *European University Institute*

Researcher in charge for a series of international conferences on personnel economics in Toulouse and Stockholm, financed by the European Commission, 2000, 2001, and an Exploratory workshop of the European Science Foundation, 1999

Researcher in charge of a DFG/ANR project with IDEI Toulouse “The Relationship between Incentives and Identity in Organizations”

Head of Department Management and Microeconomics at Goethe University, from fall 2007 to summer 2010

PhD Advisor

Completed (in chronological order)

Darwin Cortes (*Rosario University*, Bogotá, Columbia)
Juan-Miguel Gallego (*Rosario University*, Bogotá, Columbia)
Jibirila Leinyuy (*OfGem*, London, UK, co-advisor Paul Seabright),
Viki Nellas (*Bologna University*, Italy)
Laura Padilla (*Troyes Business School*, France)
James Tremewan (*University of Vienna*, Austria)
Levent Yilmaz (*University of Innsbruck*, Austria)
Julija Kulisa (in parental leave)
Neele Siemer (*Kienbaum und Partner*)
Matthias Heinz (*University of Cologne*, Germany)

Currently advisor of

André Gröger
Michael Heath
Daniel Herbold
Miriam Krüger
Khue Le
Jan Luksic
Sascha Wilhelm

Referee

Academy of Management Review, American Economic Journal (Micro, Applied), American Economic Review, Econometrica, Economic Journal, Economic Systems, Economic Theory, Economic Letters, Economica, Economics of Transition, European Economic Review, European Journal of Political Economy, Industrial and Labor Relations Review, International Economic Review, International Journal of Industrial Organization, Journal of Accounting Research, Journal of Comparative Economics, Journal of Economic Behavior and Organization, Journal of Economics and Management Strategy, Journal of Economic Theory, Journal of the European Economic Association, Journal of Labor Economics, Journal of Law and Economics, Journal of Law, Economics and Organization, Journal of Political Economy, Journal of Population Economics, Journal of Public Economics, Management Science, Review of Economic Studies, Review of Network Economics, Revue Française d'Économie, Quarterly Journal of Economics, RAND Journal, Review of Economic Studies, Scandinavian Journal of Economics

Awards and Grants

PhD grant of the Communauté française de Belgique, 1993 to 1996

EU Marie Curie Grant for the mobility of researchers, 1996 to 1997

First Place Medal (10,000 USD) for Outstanding Research on Conflict, Human Security, and Migration, joint with Sergei Guriev (Feb. 2005)

Gold research medal (10,000 USD) of the Global Development Network, Annual Conference in Tokyo, joint with Sergei Guriev (Dec. 2000)

Professional experience

I have given advice to numerous firms and organizations, among others, the *EBRD*, the *World Bank*, *KPMG*, *Lidl*, *S-Three*, *Deutsche Bahn*

Team leader for labour market analysis at the *Russian-European Centre for Economic Policy (RECEP)*, Moscow (1997-2000)

Consultant with *Treuhandanstalt*, Moscow (between June 1992 and December 1993)

Mandatory military service (summer 1984 to fall 1985)

1985 to 1990: student trainee (40 weeks), *Deichmann Schuhe* (Europe's largest shoe retailer)

Internships in industry, banking and in the public sector in Strasbourg, New York and Berlin

Courses taught

Introduction to Management (BMGT), BSc. course, second year, first place in 2012 evaluations, second place in 2013, third place in 2014

BSc seminars on topics such as Compensation, Teamwork

Advanced Management, MSc. core course

Consulting, MSc elective, won first place in teaching evaluations 2009

Advanced Management Theories, MSc. and PhD course

Incentives in Organizations, PhD course

Media

Among others my research has been featured in the *New York Times*, *Le Monde*, *Les Echos*, *L'Expansion*, *Süddeutsche Zeitung*, *Handelsblatt*, *Hessischer Rundfunk (TV and Radio)*, *CNBC*, *Deutsche Welle*, *RTL*, *Deutschlandfunk*, *ZDF*

Languages

native German, fluent French, basic knowledge of Russian and Swedish