

Michael Kosfeld

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ACADEMIC APPOINTMENT

Professor of Business Administration (W3) 2008 – present
Goethe University Frankfurt

PREVIOUS ACADEMIC APPOINTMENTS

Assistant Professor of Behavioral Economics 2006 – 2008
University of Zurich

Senior Research Assistant (Oberassistent) 2000 – 2006
University of Zurich

Postdoc (Marie Curie Fellow) 1999 – 2000
Tilburg University

OTHER POSITIONS AND AFFILIATIONS

Director of the Center for Leadership and Behavior in Organizations (CLBO) 2011 – present
Goethe University Frankfurt

Director of the Frankfurt Laboratory for Experimental Economic Research (FLEX) 2008 – present
Goethe University Frankfurt

Program Director Ph.D./MSQ Management Track, GSEFM 2016 – present
Goethe University Frankfurt

Deputy Dean Research, Faculty of Economics and Business Administration 2011 – 2015
Goethe University Frankfurt

Head of the Department of Management and Microeconomics 2010 – 2013
Goethe University Frankfurt

ZEF Senior Research Fellow 2013 – present

CESifo Network Member 2011 – present

CEPR Research Fellow 2011 – present

IZA Research Fellow 2005 – present

BOARD MEMBERSHIP

Scientific Committee, Economic Development and Institutions Research Programme, Directors: F. Bourguignon and J.-P. Platteau 2015 – present

Scientific Advisory Board, Collaborative Research Center (SFB) 901, “On-The-Fly Computing”, University of Paderborn 2013 – present

EDUCATION

| | |
|--|-------------|
| Ph.D. Economics (highest honors) CentER Graduate School, Tilburg University | 1999 |
| Postgraduate Program in Economics Institute for Advanced Studies, Vienna | 1995 – 1997 |
| Diplom Mathematics (highest honors) University of Bonn | 1995 |

HONORS AND GRANTS

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|---|-------------|
| Pfizer Research Prize | 2007 |
| Fellow, Wissenschaftskolleg zu Berlin | 2001/2002 |
| IEW Award, University of Zurich (best publication of a young economist) | 2001 |
| Marie Curie Research Fellowship, Tilburg University | 1998 – 2000 |

PERSONAL

Born on January 16, 1969 in Gütersloh, Germany
Citizenship: German
Civil status: Married, one son
Languages: German (native), English (fluent), French and Spanish (basic), Dutch (reading knowledge)

RESEARCH

MAJOR FIELDS

Organizational and Managerial Economics, Behavioral Economics, Experimental Economics

ARTICLES PUBLISHED IN REFEREED JOURNALS

“Add-on Pricing in Retail Financial Markets and the Fallacies of Consumer Education,” *Review of Finance* forthcoming (with U. Schüwer).

“One, Two, Many – Insensitivity to Group Size in Games with Concentrated Benefits and Dispersed Costs,” *Review of Economic Studies* forthcoming (with H. Schumacher, I. Kesternich, and J. Winter).

“The Effects of Financial and Recognition Incentives Across Work Contexts: The Role of Meaning,” *Economic Inquiry* 55, 2017, 237-247 (with S. Neckermann and X. Yang).

“Leader Punishment and Cooperation in Groups: Experimental Field Evidence from Commons Management in Ethiopia,” *American Economic Review* 105, 2015, 747-783 (with D. Rustagi).

“Resisting Moral Wiggle Room: How Robust is Reciprocal Behavior?,” *American Economic Journal: Microeconomics* 6, 2014, 256-264 (with J. van der Weele, J. Kulisa, and G. Friebe).

“Team Production in Competitive Labor Markets with Adverse Selection,” *European Economic Review* 68, 2014, 181-198 (with F. von Siemens).

“Pro-Social Missions and Worker Motivation: An Experimental Study,” *Journal of Economic Behavior & Organization* 100, 2014, 99-110 (with S. Fehrler).

“Who Shall I Trust? Trust as a Mediator Between Identity Salience and Cooperative Behavior,” *Schmalenbach Business Review*, Special Issue 5, 2014, 50-64 (with L. Opitz and Rolf van Dick).

“Can You Trust the Good Guys? Trust Within and Between Groups with Different Missions”, *Economics Letters* 121, 2013, 400-404 (with S. Fehrler).

“It’s all about Connections: Evidence on Network Formation,” *Review of Network Economics* 11(3), 2012, Article 2 (with A. Falk).

“Getting More Work for Nothing? Symbolic Awards and Worker Performance,” *American Economic Journal: Microeconomics* 3, 2011, 86-99 (with S. Neckermann).

“Competition, Cooperation, and Corporate Culture,” *RAND Journal of Economics* 42, 2011, 23-43 (with F. von Siemens).

“Conditional Cooperation and Costly Monitoring Explain Success in Forest Commons Management,” *Science* 330, 2010, 961-965 (with D. Rustagi and S. Engel).

“Institution Formation in Public Goods Games,” *American Economic Review* 99, 2009, 1335-1355 (with A. Okada and A. Riedl).

“Worker Self-Selection and the Profits from Cooperation,” *Journal of the European Economic Association* (Papers and Proceedings) 7, 2009, 573-582 (with F. von Siemens).

“The Dynamics of Neighbourhood Watch and Norm Enforcement,” *Economic Journal* 117, 2007, 270-286 (with S. Huck).

“The Hidden Costs of Control,” *American Economic Review* 96, 2006, 1611-1630 (with A. Falk). Top 10 IZA Discussion Paper from April 2005 to April 2006.

“Neuroeconomic Foundations of Trust and Social Preferences,” *American Economic Review* (Papers and Proceedings) 95, 2005, 346-351 (with E. Fehr and U. Fischbacher).

“Oxytocin Increases Trust in Humans,” *Nature* 435, 2005, 673-676 (with M. Heinrichs, P.J. Zak, U. Fischbacher, and E. Fehr).

“Rumours and Markets,” *Journal of Mathematical Economics* 41, 2005, 646-664.

“Economic Networks in the Laboratory: A Survey,” *Review of Network Economics* 30, 2004, 20-42.

“Best-Reply Matching in Games,” *Mathematical Social Sciences* 46, 2003, 291-309 (with E. Droste and M. Voorneveld).

“A Myopic Adjustment Process Leading to Best-Reply Matching,” *Games and Economic Behavior* 40, 2002, 270-298 (with E. Droste and M. Voorneveld).

“Stochastic Strategy Adjustment in Coordination Games,” *Economic Theory* 20, 2002, 321-339.

“Why Shops Close Again: An Evolutionary Perspective on the Deregulation of Shopping Hours,” *European Economic Review* 46, 2002, 51-72.

OTHER PUBLISHED ARTICLES

“Exploitative Strategies: Consequences for Individual Behavior, Social Structure, and Design of Institutions,” in: Giraldeau, L.-A., P. Heeb, and M. Kosfeld (Eds.), *Investors and Exploiters in Ecology and Economics: Principles and Applications*, Strüngmann Forum Reports, Vol. 21, J. Lupp, Series Editor, 2017, Cambridge, MA: MIT Press (with A.J. King, S.R.X. Dall, B. Greiner, T. Kameda, K. Khalmetski, W. Leininger, C. Wedekind, and B. Winterhalder).

“Management und Mikroökonomie: Synergie zwischen VWL und BWL,” in: Schefold, B. (Ed.), *Wirtschafts- und Sozialwissenschaftler in Frankfurt am Main*, 3. Auflage, 2016, 763-772, Metropolis Verlag, Marburg (with M. Blonski).

“Insensitivity to Group Size when Benefits for a Few are Traded Off against Costs for Many,” *VoxEU.org*, 06 July 2016 (with H. Schumacher, I. Kesternich, and J. Winter).

“(Non-)Monetary Incentives and the Meaning of Work,” *VoxEU.org*, 08 May 2016 (with S. Neckermann and X. Yang).

“Forschungsprojekt ‘Ausgewählte Persönlichkeitsmerkmale und Verhaltenseigenschaften von Bewerbern für den Beruf der Polizeibeamtin/des Polizeibeamten’,” *Die Polizei* 4, 2013, 105-112 (with G. Thielmann, W. Homann, B. Richter, G. Friebe).

“Strategisches Entscheiden und die Rolle von Anreizen,” *Spektrum der Wissenschaft - Spezial: Biologie, Medizin, Kultur* 1, 2012, 20-26.

“Brain Trust,” *Greater Good* 5, 2008, 18-19, University of California at Berkeley (published also in: Keltner, D., J. Marsh, and J.A. Smith (Eds.), *The Compassionate Instinct*, 2010, W. W. Norton, New York).

“Transparency in Teams,” in: Franz, W., H.J. Ramser, and M. Stadler (Eds.), *Arbeitsverträge*, Wirtschaftswissenschaftliches Seminar Ottobeuren, Band 37, 2008, Mohr Siebeck, Tübingen.

“Trust in the Brain,” *EMBO reports* 8, 2007, S44-S47.

“Looking Inside the Black Box,” *Centerpoint* 15(36), 2007, 9, Tilburg University.

“Order Without Law? Experimental Evidence on Voluntary Cooperation and Sanctioning,” *Kritische Vierteljahresschrift für Gesetzgebung und Rechtswissenschaft* 90, 2007, 140-155 (with A. Riedl).

“The Role of Cognition and Emotion in Cooperation,” in: Hammerstein, P. (Ed.), *Genetic and Cultural Evolution of Cooperation*, Dahlem Workshop Report 90, 2003, 125-152, MIT Press, Cambridge MA (with R. McElreath, T.H. Clutton-Brock, E. Fehr, D.M.T. Fessler, E. Hagen, P. Hammerstein, M. Milinski, J. Silk, J. Tooby, and M.I. Wilson).

“Network Experiments,” in: van den Brink, R. and R.P. Gilles (Eds.), *Wiskundig Economische Perspectieven: Opstellen aangeboden aan Prof. Dr. Pieter H.M. Ruys*, 2003, 131-152, VAET, Tilburg.

“Open Source — Der erstaunliche(?) Business Case,” in: Weber, R.H., M. Berger, and R. Auf der Maur (Eds.), *Geschäftsplattform Internet IV — Open Source, Multimedia, Online Arbitration*, 2003, 9-24, Schulthess, Zürich.

“Das Gesetz der guten Nachbarschaft,” in: Grimm, D. (Ed.), *Jahrbuch 2001/2002*, 2003, 115-118, Wissenschaftskolleg zu Berlin.

“Corruption within a Cooperative Society,” *Economics Series* No. 48, 1997, Institute for Advanced Studies, Vienna.

BOOKS

Investors and Exploiters in Ecology and Economics: Principles and Applications, Strüngmann Forum Reports, Vol. 21, J. Lupp, Series editor, 2017, Cambridge, MA: MIT Press (Editor, with L.-A. Giraldeau and P. Heeb).

Individual Decision-Making and Social Interaction, CentER Dissertation Series 55, 1999, Amsterdam: Thela Thesis.

WORKING PAPERS AND SUBMITTED ARTICLES

“I (Dont) Like You! But Who Cares? Gender Differences in Cooperation and Coordination Behavior in Same Sex and Mixed Sex Teams,” April 2017 (with L. Gerhards).

“Trust the Police? Self-Selection of Motivated Agents into the German Police Force,” April 2017 (with G. Friebe and G. Thielmann).

“Revealed Preferences in a Sequential Prisoners Dilemma: A Horse-Race between five Utility Functions,” January 2017 (with T. Miettinen, E. Fehr, and J. Weibull).

“The Role of Patience and Present Bias in Human Capital Acquisition and Labor Market Transition: Experimental Field Evidence from Vocational Training in Switzerland,” July 2016 (with U. Backes-Gellner, H. Herz, and Y Oswald).

“Does Trustworthiness Sell?,” July 2016 (with A. Essl, F. von Bieberstein, and M. Kröll).

“Sorting of Motivated Agents,” July 2016 (with K. Bauer and F. von Siemens).

“Who’s Who in Networks – An Experiment,” January 2016 (with N.-K. Do).

CURRENT RESEARCH PROJECTS

Forced Solidarity Norms and Entrepreneurial Effort (with M. Hadnes and B. Vollan)

CC – Conditional Cooperation or Collective Confusion? (with M. Kröll)

Are Apple Users Charged Higher Prices? (with A. Gill)

Hidden Costs of Nudging (with F. Hett)

MEDIA COVERAGE

Articles and interviews about my research have appeared amongst others in: ARD alpha, BBC Radio, Deutschlandfunk, Deutschlandradio Kultur, Economist, Financial Times UK, Financial Times Deutschland, Frankfurter Allgemeine Zeitung, Handelsblatt, Hessischer Rundfunk, Los Angeles Times, Neue Zürcher Zeitung, New Scientist, New York Times, ORF, Personalmagazin, Schweizer Fernsehen SF1, Scientific American, Spektrum der Wissenschaft, Spiegel, Süddeutsche Zeitung, Südwestrundfunk (SWR), Washington Post, Wall Street Journal, Die Zeit

RESEARCH VISITS

University of Bonn, July 2014

Stockholm School of Economics, April – June 2010

Wissenschaftskolleg zu Berlin, October 2001 – July 2002

University of Wisconsin-Madison, September – October 1999

University of Alicante, May 1999

TEACHING

BACHELOR

Management, Goethe University Frankfurt

Decision Making in Markets and Organizations, Goethe University Frankfurt

Game Theory, Goethe University Frankfurt

Personnel and Organization, Goethe University Frankfurt

Microeconomics I & II, University of Zurich

MASTER & PHD

Advanced Management Theory, Goethe University Frankfurt
Experimental Economics, Goethe University Frankfurt
Nature of Entrepreneurship, Goethe University Frankfurt
Advanced Management, Goethe University Frankfurt
Psychology, Management & Economics, Goethe University Frankfurt
Behavioral Economics, University of Zurich
Advanced Microeconomics I & II, University of Zurich
Management and Economics, University of Zurich
Personnel- and Organizational Economics, University of Zurich
Industrial Organization, Tilburg University

PHD STUDENTS (MAIN SUPERVISOR)

Markus Kröll (2016), Nguyen-Khang Do (2016), Christiane Bradler (2015), Frank Drzensky (2015), Alexander Perli (2014), Yann Girard (2013), Bernard Richter (2013), Leonie Gerhards (2013), Wiebke Homann (2012), Myriam Hadnes (2011)

EXTERNAL TEACHING

Economic Experiments and Games, Center for Development Research (ZEF), University of Bonn, 2012 – present

Experimental Economics, University of Bern, October 2011

Fairness, Social Preferences, and Institutions, Summer School *Game Theory, Ethics, and Social Norms*, Trento, September 2004

Game Theory and Politics, Government of Grisons, November 2002

OTHER ACTIVITIES

INTERNATIONAL COLLABORATION

Understanding Organisations — The Complex Interplay of Incentives and Identity, Goethe University Frankfurt together with Toulouse School of Economics, financed by DFG and ANR, 2009 – 2012

European Network for the Advancement of Behavioural Economics, University of Zurich together with Universities of Amsterdam, Mannheim, Munich, Stockholm School of Economics, Toulouse, Harvard and Princeton, financed by the EU Commission and the Swiss Federal Office for Education and Science, 2004 – 2008

ORGANIZATION OF CONFERENCES AND SEMINARS

Commemoration Ceremony in Honor of Reinhard Selten, Goethe University Frankfurt, March 9, 2017 (with K. Sadrieh)

Ernst Strüngmann Forum *Evolutionary and Economic Strategies for Benefitting from Other Agents' Investments*, Frankfurt, November 1-6, 2015 (with L.-A. Giraldeau, P. Heeb, A. Kacelnik, J. Lupp, and F. Thomas)

3rd CEPR Workshop *Incentives, Management, and Organisation*, Goethe University Frankfurt, September 25-26, 2014 (with O. Bandiera, G. Friebe, L. Garicano, M. Guadalupe, M. Ottaviani, and A. Prat)

International Symposium *Science Meets Practice*, CLBO Goethe University Frankfurt, May 24-25, 2011 (with G. Friebel, S. Schuh, R. van Dick, and D. Zapf)

Workshop *Organizational Economics*, Goethe University Frankfurt, May 6-7, 2010 (with G. Friebel)

Invited Session *Organizational Economics*, 23rd Annual Congress of the European Economic Association, Milan, August 27-31, 2008

International Symposium *Foundations of Human Social Behavior*, University of Zurich, June 18-21, 2008 (with U. Dalferth, E. Fehr, U. Fischbacher, M. Heinrichs and T. Singer)

Weekly Faculty Research Seminar in Economics, University of Zurich and ETH Zurich, 2003 – 2006

European Science Days 2002 *Growth, Values, and Welfare — The Organization of Economic and Social Progress*, Steyr, Austria, July 2002 (with E. Fehr)

Workshop *The Origin and Effects of Social Norms*, Wissenschaftskolleg zu Berlin, April 2002 (with C. Bicchieri, R. Boyd, E. Fehr, and J. Henrich)

European Science Days 2001 *Social and Psychological Foundations of Economic Life*, Steyr, Austria, July 2001 (with E. Fehr)

Symposium *Networks in Economics and Sociology*, Tilburg University, August 1999 (with V. Buskens, W. Raub, and P. Ruys)

INVITED TALKS AND PRESENTATIONS

2017: IBSEN Workshop, University of Cambridge; University of Birmingham; Helmholtz-Lecture, Humboldt University Berlin

2016: impress!, Frankfurt; LMU Munich; University of Oxford; Kiel Institute for the World Economy (ifw); University of Maastricht

2015: ESPO Workshop: Work Motivation and the Nordic Model, University of Oslo; University of Lausanne; Workshop in Honor of J. Falkinger, University of Zurich; WZB, Berlin; University of Cologne, UC San Diego; Stanford University; Conference *Inequality, Trust and Ethics: Insights from Economics and Behavioral Ethics*, University of Notre Dame and London Business School

2014: University of Copenhagen; CentER 25th Anniversary Workshop, Tilburg University; 5th Development Economics Workshop, Tilburg University; University of Edinburgh

2013: Workshop *Experimental and Behavioral Economic Research*, University of Zurich; Behavioral Organizational Economics Workshop, IZA Bonn; Conference *Fertile Fields in Development*, WZB Berlin; University of Helsinki; University of Zurich; University of Lausanne; University of Amsterdam

2012: Center for Development Research (ZEF), University of Bonn; Tilburg University; Symposium *Identity and Incentives in Organizations*, Institute for Advanced Study, Toulouse; University of Vienna; University of Paderborn

2011: University of Bonn; Max Wertheimer Colloquium, Goethe University Frankfurt; Zurich Workshop on Economics, Lucerne; University of Hamburg; 15th Berlin Colloquium, Daimler und Benz Stiftung; Toulouse School of Economics; Verein für Socialpolitik, Council *Theory of the Firm*; University of Zurich

2010: University of Konstanz; Economic Theory Workshop, Saltsjöbaden; University of Aarhus; Stockholm School of Economics; CIS Kolloquium, University of Zurich

2009: Stiftung Opelvillen, Rüsselsheim; Workshop *Economics, Psychology, and Neuroscience*, University of Toulouse; Wissenschafts-Praxis Kolloquium, Department of Psychology, Goethe University Frankfurt; Workshop *Experiments on Corporate Governance*, University of Paderborn; Stockholm School of Economics

2008: University of St. Gallen; Tilburg University; Erasmus University Rotterdam; URPP *Foundations of Social Behavior*, University of Zurich; Behavioral Labor Economics Workshop, IZA Bonn; Deutsche Hochschule der Polizei, Münster; Workshop *Networks and Games*, Tilburg University

2007: Fairness Forum, Frankfurt; Goethe University Frankfurt; 3rd Workshop *Behavioral Public Economics*, University of Innsbruck; 37. Wirtschaftswissenschaftliches Seminar Ottobeuren; International Conference Law and Society in the 21st Century, Berlin; European University Institute, Florence; University of Nottingham; Neurology Symposium *Social Brain*, Valens; University of Munich; 6th Copyright Symposium, Zurich

2006: University of Heidelberg; EMBL/EMBO Conference *Genes, Brain/Mind and Behaviour*, Heidelberg; Swiss Re Life & Health Forum, Rüslikon; University of Wisconsin-Madison; University of Chicago, GSB; Harvard University; winput, Chur; Wirtschaftsethik im Schloss, Heinrich Pesch Haus Ludwigshafen

2005: University of Mannheim; Stockholm School of Economics; INSEAD, Fontainebleau; University College London; Workshop *Strategic Network Formation*, University of Mannheim; Workshop *Egalitarian Behavior*, University of Oslo; Workshop *Socio-Dynamics, Networks and Markets*, University of Warwick; University of Innsbruck; Hohenheimer-Arbeitstagungen, Geno-Akademie Stuttgart; Tinbergen Institute Amsterdam

2004: University of Bern; University of Heidelberg; SITE, Psychology and Economics, Stanford University; Human Behavior and Evolution Society Annual Meeting, Berlin; University of Erfurt; MPI for Research into Economic Systems, Jena; University of Mannheim

2003: Tilburg University; University College London; University of Ulm

2002: Symposium *Business Platform Internet – Open Source*, Zurich; Wissenschaftskolleg Berlin

2000: Royal Holloway London

1999: Workshop *Networks and Social Learning*, Alicante; University of Wisconsin-Madison; University of Bielefeld; University of Alicante

1998: University of Zurich; Colloquium *Theory of Markets*, Royal Dutch Academy of Science, Amsterdam; University of Dortmund

1997: Humboldt University Berlin

REVIEWING

Reviewer for Bundesministerium für Bildung und Forschung (BMBF) – Käte Hamburger Kolleg, Deutsche Forschungsgemeinschaft (DFG), Leibniz-Gemeinschaft, VolkswagenStiftung, Netherlands Organisation for Scientific Research (NWO)

Referee for the following scientific journals: *American Economic Review*, *American Economic Journal: Microeconomics*, *American Journal of Political Science*, *Econometrica*, *Economic Journal*, *Economics Letters*, *Economic Theory*, *European Economic Review*, *Evolution and Human Behavior*, *Experimental Economics*, *Games and Economic Behavior*, *International Economic Review*, *International Journal of Game Theory*, *International Journal of Health Care Finance and Economics*, *Journal of Economic Behavior & Organization*, *Journal of Economic Dynamics and Control*, *Journal of Economic Literature*, *Journal of Economic Psychology*, *Journal of Economics and Management Strategy*, *Journal of*

Evolutionary Economics, Journal of Institutional and Theoretical Economics, Journal of the European Economic Association, Journal of Labor Economics, Journal of Political Economy, Journal of Public Economics, Journal of Socio-Economics, Labour Economics, Management Science, Proceedings of the Royal Society B, Psychoneuroendocrinology, Review of Economic Studies, Review of Economics and Statistics, Quantitative Finance, Quarterly Journal of Economics, Scandinavian Journal of Economics, Science, Theory and Decision, Trends in Cognitive Sciences, Zeitschrift für Betriebswirtschaft, Zeitschrift für Sozialpsychologie

Frankfurt/Main, April 2017