

Curriculum Vitae

Dr. Jana Gallus

Assistant Professor
UCLA Anderson
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Research interests

Behavioral Economics, Strategy, Incentives, Motivation and Performance,
Personnel Economics, Online economy

Academic positions

07/2016-present **UCLA Anderson School of Management**
Assistant Professor (tenure track) in the Strategy and Behavioral Decision Making
Areas

07/2015-07/2016 **Harvard Kennedy School**
Postdoctoral Research Fellow at the Behavioral Insights Group
Advisor: Prof. Dr. Iris Bohnet (Harvard Kennedy School)

Education

Ph.D.
10/2011-09/2014 **University of Zurich, Switzerland**
Department of Economics
Degree: Dr. oec. publ.
Grade: **Summa cum laude**
Dissertation title: *Honors and Performance: An Economic Analysis of Awards*
Dissertation committee: Prof. Dr. Dr. h.c. mult. Bruno S. Frey,
Prof. Dr. Bruno Staffelbach

MA
09/2009-10/2011 **Double Degree:**
Finance & Strategy
Institut d'Etudes Politiques (Sciences Po) Paris, France
Grade: Cum laude (among top 10% of class)
International Affairs & Governance
University of St. Gallen, Switzerland
Grade: 5.69 / 6
Master's Thesis on the *Economics of Awards*
Supervisor: Prof. Dr. Dr. h.c. mult. Bruno S. Frey, University of Zurich
Grade 6.0 / 6.0

BA
09/2008-06/2009 **University of California, Santa Barbara, United States**
Dean's Honors (GPA \geq 3.75, 12 or more letter-graded units, no NP)

BA
09/2006-06/2008 **Sciences Po Paris, French-German Undergraduate Studies**
Cum laude (among top 10% of class)

High school
08/1997-06/2006 High school diploma: **Abitur 1,0 (passed with highest distinction)**
Karl Rehbein-Gymnasium, Germany

Awards, Scholarships, Grants, Fellowships

03/2017	Appointed Fellow in the Crowd Innovation Lab , Institute for Quantitative Social Science, Harvard University
12/2016	Distinction as "most promising economist" (<i>DIE ZEIT</i> , Swiss Edition)
08/2016	Finalist, William H. Newman Award (for the best single-authored paper based on a dissertation completed in the past three years), Academy of Management
08/2016	Best Paper Award , Academy of Management
02/2016	Grant: USD 25,000 for joint project with Vanessa Burbano, Columbia University: "The Effect of Feedback on Employee Motivation: Evidence from Online Labor Marketplaces"
02/2016	Grant: USD 10,000 by Harvard Kennedy School for joint project with Emma Heikensten (Stockholm School of Economics): "Gender and symbolic awards"
01/2016	Elected Active Member of the European Academy of Sciences and Arts
07/2015	Early Postdoc.Mobility Fellowship : CHF 50,300 (\approx USD 50,600) by Swiss National Science Foundation (SNSF)
2014	Appointed Fellow at the Center for Research in Economics, Management, and the Arts, Switzerland
07/2013	Grant: CHF 1,500 (\approx USD 1,650) by Wikimedia CH
12/2012	Grant: CHF 150,000 (\approx USD 164,900) by Swiss Society for Public Welfare (Schweizerische Gemeinnützige Gesellschaft) for a project on awards and recognition in the Swiss non-profit sector.
09/2006-10/2011	German National Merit Foundation (Studienstiftung des deutschen Volkes)
09/2008-06/2009	Hölderlin Scholarship, German National Merit Foundation
06/2006	Highest distinction for university-entrance diploma
06/2006	Apollinaire-Prize of the Robert Bosch Foundation for excellence in French
08/2004-03/2005	Elected representative of Germany at the Prix des Lycéens Allemands

Job market paper

Fostering public good contributions with symbolic awards: A large-scale natural field experiment at Wikipedia (single-authored). *Management Science*, Articles in Advance.

This natural field experiment tests the effects of purely symbolic awards on volunteer retention in a public goods context. The experiment is conducted at Wikipedia, which faces declining editor retention rates, particularly among newcomers. Randomization assures that award receipt is orthogonal to previous performance. The analysis reveals that awards have a sizeable effect on newcomer retention, which persists over the four quarters following the initial intervention. This is noteworthy for showing that awards for volunteers are effective even if they have no impact on the volunteers' future career opportunities. The awards are purely symbolic, and the status increment they produce is limited to the recipients' pseudonymous online identities in a community they have just recently joined. The results can be explained by enhanced self-identification with the community, but they are also in line with recent findings on the role of status and reputation, recognition, and evaluation potential in online communities.

- Recipient of Best Paper Award, Academy of Management, 2016.
- Finalist, William H. Newman Award (for the best single-authored paper based on a dissertation completed in the past three years), Academy of Management, 2016.

Publications

Fostering public good contributions with symbolic awards: A large-scale natural field experiment at Wikipedia. *Management Science*, Articles in Advance.

Abridged version: Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Awards: A strategic management perspective (with Bruno S. Frey).

Strategic Management Journal, 2016, 37: 1699–1714.

Towards an economics of awards (with Bruno S. Frey).

Journal of Economic Surveys, forthcoming. DOI: 10.1111/joes.12127.

Awards as strategic signals (with Bruno S. Frey). *Journal of Management Inquiry*, forthcoming.

Honors: A rational choice analysis of award bestowals (with Bruno S. Frey).

Rationality and Society, forthcoming. DOI: 10.1177/1043463116634656.

External influence as an indicator of scholarly importance (with Ho Fai Chan, Bruno S. Frey, Markus Schaffner, Benno Torgler, and Stephen Whyte). *CESifo Economic Studies*, 2016, 62(1): 170–195.

Awards as non-monetary incentives (with Bruno S. Frey). *Evidence-based HRM*, 2016, 4(1): 81–91.

Academic honors and performance (with Ho Fai Chan, Bruno S. Frey, and Benno Torgler).

Labour Economics, 2014, 31: 188–204.

Do the best scholars attract the highest speaking fees? An exploration of internal and external influence (with Ho Fai Chan, Bruno S. Frey, Markus Schaffner, Benno Torgler, and Stephen Whyte).

Scientometrics, 2014, 101: 793–817.

The power of awards (with Bruno S. Frey). *The Economists' Voice*, 2014, 11(1): 1–5.

Open issues in happiness research (with Bruno S. Frey and Lasse Steiner).

International Review of Economics, 2014, 61(2): 115–125.

Aggregate effects of behavioral anomalies: A new research area (with Bruno S. Frey).

Economics: The Open-Access, Open-Assessment E-Journal, 2014, 8(2014-18): 1–15.

Political economy of happiness (with Bruno S. Frey).

Applied Economics, 2013, 45(30): 4205–4211.

Subjective well-being and policy (with Bruno S. Frey).

Topoi –International Review of Philosophy, 2013, 32(2): 207–212.

Happiness policy and economic development (with Bruno S. Frey).

International Journal of Happiness and Development, 2012, 1(1): 102–111.

Book publication, Book chapters

Honours versus Money: The Economics of Awards (with Bruno S. Frey). Oxford, UK: Oxford University Press, forthcoming.

Motivation and awards (with Bruno S. Frey). In: *Cambridge Handbook of Psychology and Economic Behaviour*, Alan Lewis (Ed.). Cambridge, UK: Cambridge University Press, forthcoming.

Volunteer organizations: Motivating with awards (with Bruno S. Frey). In: *Economic Psychology: The Science of Economic Mental Life and Behaviour*, Rob Ranyard (Ed.). Malden, US: Wiley/Blackwell, forthcoming.

Happiness: Research and policy considerations (with Bruno S. Frey). In: *Happiness*, Tachibanaki Toshiaki (Ed.). Welfare Plus Alpha, 2016.

Working papers

Online but not alone: An integrative framework for work relationships in the digital age (with Erina Ytsma). Unpublished working paper submitted for publication, July 2016.

(Dis-)honourable awards (with Bruno S. Frey). Unpublished working paper, May 2016.

General interest publications, Comments

Awards, honours, and ribbons: Between fame and shame (with Bruno S. Frey). March 2015, *VOX, CEPR's Policy Portal*.

Reply to Peter E. Earl's article "Anchoring in economics: On Frey and Gallus on the aggregation of behavioural anomalies" (with Bruno S. Frey). October 2014, *Economics: The Open-Access, Open-Assessment E-Journal*.

Motivation – ausgezeichnet (with Bruno S. Frey). September 2014, *VR Praxis, UnternehmerZeitung*.

Auszeichnungen – Würde oder Bürde? Eine Frage der Motivation (with Bruno S. Frey). June 2014, *Basler Zeitung*.

Ein schöner Orden und eine würdige Feier (with Bruno S. Frey). November 2013, *Frankfurter Allgemeine Sonntagszeitung*.

Die Freude am Geld schwindet (with Bruno S. Frey). November 2013, *Weltwoche*.

Interne und externe Bedeutung von Ökonomen (with Bruno S. Frey, Markus Schaffner, and Benno Torgler). September 2013, *Ökonomenstimme*.

Extrinsische Anreize – Die Macht der Auszeichnung (with Bruno S. Frey). June 2013, *Neue Zürcher Zeitung*.

Award the Deserving (with Bruno S. Frey). May 2013, *New York Times, Room for Debate*.

Auszeichnungen steigern die wissenschaftliche Leistung (with Chan, Ho Fai, Bruno Frey, Jana Gallus and Benno Torgler). March 2013, *Ökonomenstimme*.

Auszeichnungen als Anreiz (with Bruno S. Frey). August 2012, *Ökonomenstimme*.

Beautiful people earn more... and are moreover happier (with Bruno S. Frey). March 2012, *VOX, CEPR's Policy Portal*.

La religiosité rend heureux, mais les églises se vident (with Bruno S. Frey). November 2011, *Telos*.

Religion makes people happy, so why is church attendance declining? (with Bruno S. Frey). October 2011, *VOX, CEPR's Policy Portal*.

Media coverage

Interview about awards: "What are Oscars and other non-cash awards really worth?" (podcast), "Patt Morrison asks: UCLA economist Jana Gallus on the value of intrinsically valueless baubles like the Oscar" (print). *Los Angeles Times*, Feb 22, 2017.

Distinction as "most promising economist" and coverage of research in the German national newspaper *DIE ZEIT*: "Jana Gallus ist unsere vielversprechendste Ökonomin. Als Dank ein Edelweiß: Die Wirtschaftswissenschaftlerin Jana Gallus erforscht, wieso Geld allein die Menschen nur schlecht motiviert." *DIE ZEIT*, No. 51, Swiss edition. Dec 8, 2016.

Interview about non-financial awards and happiness, *Economic Rockstar* podcast. Sep 29, 2016.

"What makes Wikipedia's volunteer editors volunteer?" *Scientific American*. May 12, 2016.

Interview about awards, *National Public Radio* show *The Dinner Party Download*. Feb 26, 2016.

"Handicapping the John Bates Clark Medal." *The Wall Street Journal*. *WSJ Blogs – Real Time Economics*. Apr 10, 2013.

"The Clark Medal's Midas Touch." *The Wall Street Journal*. *WSJ Blogs – Real Time Economics*. Apr 11, 2013.

Teaching and organized seminars

Winter 2016/2017	Business Strategy , UCLA, Anderson School of Management, Full-time MBA program, core curriculum, two sections
Spring 2015	Studies in the Art Market , Executive education program, Zeppelin University, DE (Formal teaching appointment/Lehrauftrag)
Spring 2015	Law, Economics and Psychology , Research seminar, University of Zurich, CH
Fall 2014/2015	Cultural Economics / "Kulturökonomik" , Master program in Cultural Management, University of Basel, CH
Fall 2014/2015	Happiness Research – Content and Methodology / "Glücksforschung – Inhalt und Methodik" , Corporate Management & Economics (CME) advanced seminar, Zeppelin University, Friedrichshafen, DE (Formal teaching appointment/Lehrauftrag)
Fall 2014/2015	Political Economy , Doctoral research seminar, University of Zurich, CH
Spring 2014	Visual Arts and Economics , Executive Master in Art Market Studies, University of Zurich, Zurich, CH (Formal teaching appointment/Lehrauftrag)
Fall 2013/2014	Political Economy , Doctoral research seminar, University of Zurich, CH
Fall 2012/2013	Law, Economics and Psychology , Research seminar, University of Zurich, CH
Fall 2012/2013	Financial and Economic Policy , MA seminar, Universities of Zurich, Basel, Fribourg, CH
Fall 2011/2012	Political Economy , Doctoral research seminar, University of Zurich, CH

Presentations at conferences and invited seminars

2015-2016	<i>Fostering public good contributions with symbolic awards: A natural field experiment at Wikipedia</i> Presented at (past and confirmed): <ul style="list-style-type: none">- MIT, Technological Innovation, Entrepreneurship, and Strategic Management seminar, Cambridge, US (04/2017 – upcoming)- North-American ESA Conference, Economic Science Association, Tucson, US (11/2016)- MIT Innovation Lab, Massachusetts Institute of Technology, Cambridge, US (11/2016)- University of California, Berkeley, Economics & Psychology and Public Finance joint seminar, Berkeley, US (11/2016)- Psychology of Technology Conference, USC Marshall School of Business, University of Southern California, Los Angeles, US (10/2016)- Conference on Digital Experimentation (CODE), Massachusetts Institute of Technology (MIT), Cambridge, US (10/2016)
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- **London Business School**, Strategy and Entrepreneurship, London, UK (10/2016)
- **Max Planck Institute for Innovation and Competition**, Munich, DE (10/2016)
- **Advances with Field Experiments (AFE2016)**, University of Chicago, Chicago, US (09/2016)
- **People and Organizations Conference**, Wharton, University of Pennsylvania, Philadelphia, US (09/2016)
- **Carnegie Mellon University**, Center for Behavioral and Decision Research, Pittsburgh, US (09/2016)
- **Open and User Innovation Conference**, Harvard Business School, Boston, US (08/2016)
- **Academy of Management (AOM)**, Annual Meeting, Anaheim, US (08/2016)
- **Harvard University**, Program for Evolutionary Dynamics, Cambridge, US (06/2016)
- **Behavioral Science & Policy Association (BSPA)**, Annual Conference, Washington DC, US (04/2016)
- **Harvard University**, Behavioral Insights Group, Cambridge, US (02/2016)
- **Pompeu Fabra University**, Department of Economics and Business, Barcelona, ES (02/2016)
- **University of Lucerne**, Department of Economics, Lucerne, CH (01/2016)
- **University of California, Los Angeles**, UCLA Anderson School of Management, Los Angeles, US (01/2016)
- **ASSA 2016, Annual Meeting of the American Economic Association**, Poster, San Francisco, US (01/2016)
- **Columbia University**, Columbia Business School, New York, US (12/2015)
- **University of Chicago**, Harris School of Public Policy, Chicago, US (11/2015)
- **International Behavioural Insights Conference (BX2015)**, London, UK; invited to speak at Behavioural Scientists of the Future session (09/2015)

07/2016

Using recognition to foster social engagement and retention

University of Chicago, Summer Institute on Field Experiments (SIFE)

10/2015

Designing Symbolic Awards to Motivate Knowledge Workers in Gender-Typed Fields: Evidence from a Field Experiment at Wikipedia

Harvard Kennedy School, Cambridge, US

08/2015

Happiness as purpose of national and business governance: a comparison

Annual Meeting of the Academy of Management (AOM), Vancouver, CA

05/2015

Can symbolic awards foster voluntary contributions to a public good? Evidence from a large-scale natural field experiment at Wikipedia

Spring Meeting of Young Economists (SMYE), Ghent, BE

04/2015

The Political Economy of Awards

Meeting of the European Public Choice Society (EPCS), Groningen, NL

04/2015

Symbolic awards and volunteering

Law, Economics and Psychology, Zurich, CH

- 02/2015 ***Why International Organizations Give and Receive Awards***
The Political Economy of International Organizations, Berlin, DE
- 10/2014 ***Happiness: Research and Policy Considerations***
International Conference, Comparative Study on Happiness, Paris, FR
- 10/2014 ***Awards as Incentives?*** Behavioral Economics Network, Zurich, CH
- 09/2014 ***Incentives Beyond Money: An Evaluation of the Effectiveness of Awards in Raising Performance***
Doctoral Research Seminar in Human Resource Management, Zurich, CH
- 07/2014 ***Awards – Symbols of Status***
EGOS, European Group for Organizational Studies, Rotterdam, NL
- 05/2014 ***Putting Church Art to Good Use***
Economic Theology, Theological Economics – An Interdisciplinary Conference, LUMSA University, Rome, IT
- 05/2014 ***The Upward Comparison Puzzle***
Doctoral Research Seminar in Human Resource Management, Zurich, CH
- 12/2013 ***Awards – The Giver's Perspective***
Law, Economics and Psychology
Max Planck Institute for Research on Collective Goods, Bonn, DE
- 11/2013 ***Incentives in the Voluntary Sector***
Proceedings in Political Economy, Research Seminar, Zurich, CH
- 09/2013 ***Signaling with Awards – A New Strand of Research***
Doctoral Research Seminar in Human Resource Management, Zurich, CH
- 05/2013 ***The Economics of Awards – Past Research and Future Projects***
Public Finance and Political Economy, Schliersee, DE
Max Planck Institute for Tax Law and Public Finance
- 04/2013 ***Awards for Volunteers – Honouring the Honourable***
Workshop at Bournemouth University, UK
- 04/2013 ***Awards – What Money Can't Buy***
Seminar in Organizational Research and Organizational Economics
Propstei Wislikofen, CH
- 11/2012 ***Prizes: Inciting Innovations***
SEEK Workshop on Incentives and Innovations, ZEW Mannheim, DE
- 11/2012 ***Incentives in the Voluntary Sector***
Research Colloquium: Current Topics in Organizational Research
Zurich, CH
- 10/2012 ***Awards are a Special Kind of Signal***
Conference on New Developments in Signaling and Game Theory. Model Building, Applications, and Empirical Corroborations, Ascona, CH
- 10/2012 ***Motivations to Volunteer***
Doctoral Research Seminar, Zurich, CH
- 09/2012 ***Which Incentives for Modern Volunteers?***
Organization, Management, Theory of the Firm, Lausanne, CH

- 04/2012 ***Incentives for Volunteers – A Field Experiment***
Seminar in Organizational Research and Organizational Economics
St. Niklausen, CH
- 03/2012 ***Incentives for Modern Volunteers – The Manifold Uses of Awards***
Workshop at Bournemouth University, UK
- 10/2011 ***The Economics of Awards – Design of a Field Experiment***
Law, Economics and Psychology
Max Planck Institute for Research on Collective Goods, Bonn, DE

Conferences attended

- 01/2017 **ASSA 2017**, Annual Meeting of the American Economic Association, Chicago
- 08/2016 **Stanford Institute for Theoretical Economics (SITE)**, Stanford University, Stanford, US
- 07/2016 **NBER Summer Institutes**, Cambridge, US
- 07/2016 **Summer Institute on Field Experiments (SIFE)**, University of Chicago, Chicago, US
- 06/2016 **Behavioral Exchange (BX2016)**, Harvard University, Cambridge, US
- 06/2015 **Behavioral Science & Policy Association (BSPA)**, Inaugural Conference, New York, US
- 08/2013 **International Symposium on Wikis and Open Collaboration, Hong Kong**
Full stipend funded by Wikimedia CH
- 06/2013 **International Society for New Institutional Economics (ISNIE)**
17th Annual Conference, Florence, IT
- 04/2013 **European Public Choice Society (EPCS)**
Annual Meeting at the University of Zurich, CH
- 05/2011 **European Public Choice Society (EPCS)**
Annual Meeting at the University of Rennes 1, FR
- 06/2010 **International Society for New Institutional Economics (ISNIE)**
14th Annual Conference, University of Stirling, Scotland, UK

Seminars and classes attended

- 10/2014 **Organization, Management and Theories of the Firm**, Geneva, CH
- 08/2014 **Workshop on Behavioral and Experimental Economics**, Zurich, CH
- 06/2014 **BodenSeeForum - Applied Science**, Konstanz, DE
- 06/2014 **Seminar on Public Finance and Political Economy**, Munich, DE
Max Planck Institute for Tax Law and Public Finance
- 05/2013 **BodenSeeForum - Applied Science**, Insel Reichenau, DE
- 04/2013 **Behavior and Institutions**, Research Seminar, Solothurn, CH
- 10/2012 **Research Seminar in Law, Economics and Psychology**, Zurich, CH
Max Planck Institute for Research on Collective Goods
- 07/2012 **Applying Regression**
Essex Summer School in Social Science Data Analysis and Collection

06/2012	BodenSeeForum - Applied Science , Lindau, DE
05/2012	Non-Monetary Incentives and Economic Behavior Seminar at CISEPS, University of Milano Bicocca, IT
Spring 2012	Law and Economics Workshop & Lecture Series of ETH Zurich, University of Zurich, University of St. Gallen, and University of Lucerne
2012	Econometrics Prof. Bo E. Honoré and Prof. Mark W. Watson (Princeton University) Swiss Program for Beginning Doctoral Students in Economics Study Center Gerzensee, a foundation of the Swiss National Bank
09/2011	Proceedings in Political Economy , Research Seminar, Zurich, CH
04/2011	Seminar in Organizational Research and Organizational Economics , Andechs, DE
Spring 2011	World Bank Seminar „Lighting up Africa: Energy Security in the African Great Lakes region” Final presentation given at the World Bank, Washington D.C., US
09/2010	Developing International Regimes for Global Warming GLOBE Seminar, organized by The Fletcher School (USA) and University of St. Gallen (Switzerland). Talloires, FR
08/2010	Management Academy of the German National Merit Foundation (Studienstiftung des deutschen Volkes): The future of EU foreign policy

Consulting on awards and incentives

2014-present	Zumtobel Group AG , Dornbirn, AT. Design, implementation and evaluation of a company-wide, global award system. Aim: fostering voluntary extra-role behaviors.
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Career and voluntary work

Refereeing	<i>Strategic Management Journal</i> <i>Kyklos</i> <i>Behavioral Science & Policy</i>
09/2011-06/2015	Research Assistant to Prof. Dr. Dr. h.c. mult. Bruno S. Frey Chair for Theory of Economic Policy and Non-Market Economics Department of Economics, University of Zurich
09/2013-present	Advisor to Wikimedia CH - Verein zur Förderung Freien Wissens Micro Grant Committee
02/2012-04/2013	Several academic stays at Warwick Business School, University of Warwick, UK Research group on behavioural science under the direction of Bruno S. Frey, Distinguished Professor of Behavioural Science at Warwick Business School
10/2010-06/2011	AIIESEC Association Internationale des Étudiants en Sciences Économiques et Sociales External Relations, Sales
06-09/2010	Internship at German Foreign Office, Berlin, DE Department for Latin America and the Caribbean

03-05/2010	Internship at US Embassy, Paris, FR Division of Public Affairs, Diplomacy
10/2008-02/2009	Internship at Santa Barbara International Film Festivals, US Event Management, Marketing
07/2007	Internship at Deutsche Bank, Global Markets Institutional Client Group, Frankfurt/Main, DE
10/2006-05/2008	World Model United Nations in Geneva (CH) and Puebla (MX) Annual UN conference simulations organized by Harvard University
09/2005-08/2006	Social project in Nicaragua Mobilization of financial aid, assistance at a water supply project, report on the conditions of workers in a free trade area

Other information

Languages	<p>German: native</p> <p>French: bilingual (BA and MA studies in French)</p> <p>English: bilingual (TOEFL: 116/120; IELTS: 8.5/9)</p> <p>Spanish: functional oral / written (weekly lessons; intensive course Spain '07)</p> <p>Polish: beginner (intensive course Cracow '09)</p>
Sports	Marathons: 3h37 (San Francisco '11, Frankfurt '13, Zurich '12, '13, '14, '15)