

## Curriculum Vitae

### Dr. Jana Gallus

Assistant Professor  
UCLA Anderson  
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### Research interests

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Behavioral Economics, Strategy, Incentives, Motivation and Performance,  
Personnel Economics, Open Innovation, Online Economy

### Academic positions

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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

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Ph.D.  
10/2011-09/2015 **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**

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03/2017	<b>Appointed Fellow in the Crowd Innovation Lab</b> , Institute for Quantitative Social Science, Harvard University
12/2016	Distinction as "most promising economist" ( <i>DIE ZEIT</i> , Swiss Edition)
08/2016	<b>Finalist, William H. Newman Award</b> (for the best single-authored paper based on a dissertation completed in the past three years), Academy of Management
08/2016	<b>Best Paper Award</b> , 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 <b>European Academy of Sciences and Arts</b>
07/2015	<b>Early Postdoc.Mobility Fellowship</b> : 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	<b>German National Merit Foundation</b> (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**

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**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

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**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.

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

*Journal of Economic Surveys*, 2017, 31(1): 190-200.

**Awards as strategic signals** (with Bruno S. Frey). *Journal of Management Inquiry*, 2017, 26(1): 76–85.

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

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

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

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

**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

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**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*, 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.

## General interest publications, Comments

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**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 Ho Fai Chan, Bruno S. Frey 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

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Interview about recognition in organizations: "Waarom het belangrijk is dat je complimenten krijgt op je werk", *Algemeen Dagblad* (Dutch daily newspaper), Oct 28, 2017.

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**

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

### **Presentations at conferences and invited seminars**

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2017	<p><b><i>The selection and incentive effects of money and recognition for problem solvers.</i></b> Presented at:</p> <ul style="list-style-type: none"><li>- <b>Erasmus School of Economics</b>, Rotterdam, Workshop on 'Recognition and Feedback' (10/2017)</li><li>- <b>Washington University in St. Louis</b>, Olin Business School (10/2017)</li><li>- <b>Maastricht University</b>, Department of Finance, NL (09/2017)</li><li>- <b>UCLA Anderson School of Management</b>, Behavioral Decision-Making Lab (08/2017)</li><li>- <b>NYU Stern School of Business</b>, Stern Strategy Workshop, NY (06/2017)</li><li>- <b>Workshop on Credible Identification and Structural Modeling</b>, Munich, DE (06/2017)</li><li>- <b>University of Chicago</b>, Department of Economics, Prof. John List's lab, Chicago, IL (05/2017)</li></ul> <p><b><i>The Power of Public: Recognition and Reputation as Drivers of Open Source Success.</i></b> Presented at Academy of Management (AOM), Annual Meeting, Atlanta, US (08/2017)</p>
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2015-2017

*Fostering public good contributions with symbolic awards: A natural field experiment at Wikipedia.* Presented at:

- **Centre for European Economic Research (ZEW)**, Mannheim, DE (06/2017)
- **MIT Sloan School of Management**, Technological Innovation, Entrepreneurship, and Strategic Management (TIES) seminar, Cambridge, US (04/2017)
- **University of Michigan, School of Information**, Yan Chen's lab, Ann Arbor, MI (04/2017)
- **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)
- **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)

- **Harvard University**, Harvard Kennedy School (10/2015)
  - **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

#### **Other conferences and workshops**

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- 07/2017 **NBER Summer Institutes**, Cambridge, US
- 06/2017 **Digital Infrastructure Research Meeting**, New York, Sloan & Ford Foundation
- 06/2017 **IGL2017 (discussant)**, Innovation Growth Lab Global Conference, Barcelona, ES
- 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)**  
17<sup>th</sup> 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)**  
14<sup>th</sup> Annual Conference, University of Stirling, Scotland, UK

#### **Seminars and classes attended**

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- 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

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

## Career and voluntary work

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**Refereeing**            *Management Science*  
*Strategic Management Journal*  
*Journal of Economic Behavior and Organization*  
*Kyklos*  
*Behavioral Science & Policy*

**Memberships**        Harvard Crowd Innovation Lab  
Innovation Growth Lab (IGL) Research Network  
American Economic Association  
Academy of Management

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       **AIESEC**  
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

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Languages              German: native  
French: bilingual (BA and MA studies in French)

English: bilingual (TOEFL: 116/120; IELTS: 8.5/9)

Spanish: functional oral / written (weekly lessons; intensive course Spain '07)

Polish: beginner (intensive course Cracow '09)

Sports

Marathons: 3h37 (San Francisco '11, Frankfurt '13, Zurich '12, '13, '14, '15, Los Angeles '17)