

Curriculum Vitae

Dr. Jana Gallus

Assistant Professor
UCLA Anderson
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Research interests

Behavioral Economics, Strategy, Innovation, 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.
10/2011-09/2015 **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

11/2017	Grant: USD 290,160 (AUD 378,800) by the Australian Research Council for project on scientists' career paths and patterns of innovation, joint with Benno Torgler, Ho Fai Chan (Queensland University of Technology)
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
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

Publications

Fostering public good contributions with symbolic awards: A large-scale natural field experiment at Wikipedia. *Management Science*, 2017, 63(12): 3999–4015.

- Lead article
- 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.
- 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.

Awards: A strategic management perspective (with Bruno S. Frey). *Strategic Management Journal*, 2016, 37(8): 1699–1714.

Honors: A rational choice analysis of award bestowals (with Bruno S. Frey). *Rationality and Society*, 2016, 28(3): 255–269.

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(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.

- Discussed in *Times Higher Education*: "Can prizes make us better people?" (Nov 9, 2017)

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, 2018.

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

Working papers and work in progress

Using awards to overcome self-stereotyping in knowledge workers (w/ Emma Heikensten, Stockholm School of Economics). Working paper under review, 2018.

The selection and incentive effects of money and recognition for problem solvers (w/ Karim Lakhani, HBS and Eric Zimmerling, TU Munich), in progress.

Motivating problem identification on internal innovation platforms: A field experiment at NASA (w/ Karim Lakhani, HBS), in progress.

The effect of employer mission and rankings on employee motivation (w/ Vanessa Burbano, Columbia GSB), in progress.

How much do Wikipedians value editing Wikipedia? (w/ Avi Gannamaneni, MIT Sloan and Aaron Halfaker, Wikimedia Foundation), in progress.

Recognition in organizations: Too many awards? (w/ Bruno S. Frey, University of Basel). Unpublished working paper, 2017.

Beyond organizational boundaries: Managing work relationships in online labor markets (w/ Erina Ytsma, MIT Sloan), unpublished working paper, 2016.

The power of public: Recognition and reputation as drivers of open source success (w/ Erina Ytsma, MIT Sloan), in progress.

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 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

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

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

Presentations at seminars and workshops

USC Marshall School of Business, Management & Organization Department Distinguished Speaker Series,
Los Angeles, CA (01/2018)

UCSD Rady School of Management, Econ/Strategy seminar, San Diego, CA (11/2017)

Erasmus School of Economics, Rotterdam, Workshop on 'Recognition and Feedback' (10/2017)

Washington University in St. Louis, Olin Business School (10/2017)

Maastricht University, Department of Finance, NL (09/2017)

UCLA Anderson School of Management, Behavioral Decision-Making Lab (08/2017)

NYU Stern School of Business, Stern Strategy Workshop, NY (06/2017)

Workshop on Credible Identification and Structural Modeling, Munich, DE (06/2017)

Centre for European Economic Research (ZEW), Mannheim, DE (06/2017)

University of Chicago, Department of Economics, Prof. John List's lab, Chicago, IL (05/2017)
MIT Sloan School of Management, Technological Innovation, Entrepreneurship, and Strategic Management (TIES) seminar, Cambridge, US (04/2017)
University of Michigan, School of Information, Prof. Yan Chen's lab, Ann Arbor, MI (04/2017)
MIT Innovation Lab, Cambridge, US (11/2016)
University of California, Berkeley, Economics & Psychology and Public Finance joint seminar, Berkeley, US (11/2016)
London Business School, Strategy and Entrepreneurship, London, UK (10/2016)
Max Planck Institute for Innovation and Competition, Munich, DE (10/2016)
Carnegie Mellon University, Center for Behavioral and Decision Research, Pittsburgh, US (09/2016)
Harvard University, Program for Evolutionary Dynamics, Cambridge, US (06/2016)
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, Anderson School of Management, Los Angeles, 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)
University of Zurich, Zurich, CH (04/2015; 09/2014; 05/2014; 11/2013; 09/2013; 11/2012; 10/2012)
Max Planck Institute for Research on Collective Goods, Bonn, DE (12/2013; 10/2011)
Max Planck Institute for Tax Law and Public Finance, Munich, DE (05/2013)
Bournemouth University, Bournemouth, UK (04/2013; 03/2012)
Seminar in Organizational Research and Organizational Economics, Propstei Wislikofen, CH (04/2013)
SEEK Workshop on Incentives and Innovations, ZEW Mannheim, DE (11/2012)
Workshop on Organization, Management, Theory of the Firm, Lausanne, CH (09/2012)
Seminar in Organizational Research and Organizational Economics, St. Niklausen, CH (04/2012)

Presentations at conferences

Academy of Management (AOM), Annual Meeting, Atlanta, US (08/2017)
North-American ESA Conference, Economic Science Association, Tucson, US (11/2016)
Psychology of Technology Conference, USC Marshall School of Business, Los Angeles, US (10/2016)
Conference on Digital Experimentation (CODE), Massachusetts Institute of Technology (MIT), Cambridge, US (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)
Open and User Innovation Conference, Harvard Business School, Boston, US (08/2016)
Academy of Management (AOM), Annual Meeting, Anaheim, US (08/2016)

University of Chicago, Summer Institute on Field Experiments (SIFE), Chicago, US (07/2016)
Behavioral Science & Policy Association (BSPA), Annual Conference, Washington DC, US (04/2016)
ASSA 2016, Annual Meeting of the American Economic Association, Poster, San Francisco, US (01/2016)
International Behavioural Insights Conference (BX2015), Behavioural Scientists of the Future session, London, UK (09/2015)
Academy of Management (AOM), Annual Meeting, Vancouver, CA (08/2015)
Spring Meeting of Young Economists (SMYE), Ghent, BE (05/2015)
European Public Choice Society (EPCS), Groningen, NL (04/2015)
The Political Economy of International Organizations, Berlin, DE (02/2015)
International Conference on the Comparative Study of Happiness, Paris, FR (10/2014)
Behavioral Economics Network, Zurich, CH (10/2014)
EGOS, European Group for Organizational Studies, Rotterdam, NL (07/2014)
Economic Theology, Theological Economics: An Interdisciplinary Conference, LUMSA University, Rome, IT (05/2014)
Conference on New Developments in Signaling and Game Theory. Model Building, Applications, and Empirical Corroborations, Ascona, CH (10/2012)

Other conferences, workshops and classes

NBER Summer Institutes, Cambridge, US (07/2016; 07/2017)
Digital Infrastructure Research Meeting, New York, Sloan & Ford Foundation (06/2017)
ASSA 2017, Annual Meeting of the American Economic Association, Chicago (01/2017)
Stanford Institute for Theoretical Economics (SITE), Stanford University, Stanford, US (08/2016)
Behavioral Exchange (BX2016), Harvard University, Cambridge, US (06/2016)
Behavioral Science & Policy Association (BSPA), Inaugural Conference, New York, US (06/2015)
International Symposium on Wikis and Open Collaboration, Hong Kong, Full stipend funded by Wikimedia CH (08/2013)
International Society for New Institutional Economics (ISNIE), 17th Annual Conference, Florence, IT (06/2013)
European Public Choice Society (EPCS), Annual Meeting at the University of Zurich, CH (04/2013)
Econometrics, Prof. Bo E. Honoré and Prof. Mark W. Watson (Princeton University), Swiss Program for Beginning Doctoral Students in Economics, Study Center Gerzensee, Gerzensee, CH (2012)
Essex Summer School in Social Science Data Analysis and Collection (07/2012)
European Public Choice Society (EPCS), Annual Meeting at the University of Rennes 1, FR (05/2011)
International Society for New Institutional Economics (ISNIE), 14th Annual Conference, University of Stirling, Scotland, UK (06/2010)
Management Academy of the German National Merit Foundation (Studienstiftung des deutschen Volkes), Akademie am See Koppelsberg, Plön, DE (08/2010)

Consulting on awards and incentives

2014-2015 Zumtobel Group AG, Dornbirn, AT. Design, implementation and evaluation of a company-wide, global award system. Aim: motivating extra-role behaviors and innovation

Career and voluntary work

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

2011-2015 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

2013-present Advisor to Wikimedia CH, Verein zur Förderung Freien Wissens, Micro Grant Committee

2010-2011 AIESEC, Association Internationale des Étudiants en Sciences Économiques et Sociales,
External Relations, Sales

2010 Internship at German Foreign Office, Department for Latin America and the Caribbean,
Berlin, DE

2010 Internship at US Embassy, Division of Public Affairs, Diplomacy, Paris, FR

2008-2009 Internship at Santa Barbara International Film Festivals, Event Management, Marketing,
Santa Barbara, US

2007 Internship at Deutsche Bank, Global Markets, Institutional Client Group, Frankfurt/Main,
DE

2006-2008 World Model United Nations in Geneva (CH) and Puebla (MX)
Annual UN conference simulations organized by Harvard University

2005-2006 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 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)