

GARY B. CHARNESS

CURRENT POSITIONS

Professor, Department of Economics, University of California, Santa Barbara, July, 2008 -
Director, Experimental and Behavioral Economics Laboratory, September, 2007 -
Member, CESifo, Munich, December, 2010 -
Member, IZA, Bonn, November, 2011 -
Research Associate, Broom Center for Demography, University of California, Santa
Barbara, January, 2012 –
Expert, Ideas42, 2016-

PREVIOUS POSITIONS

Associate Professor, Department of Economics, University of California, Santa Barbara,
July, 2005 – June, 2008
Assistant Professor, Department of Economics, University of California, Santa Barbara,
July, 2001 – June, 2005
Visiting Assistant Professor, Department of Economics, The Ohio State University,
April, 2001 – June, 2001
Visiting Assistant Professor, Department of Economics, University of California, Santa
Cruz, September, 2000 – March, 2001
Visiting Assistant Professor, Department of Economics, Universitat Pompeu Fabra,
Barcelona, Spain, September, 1997 – August, 2000

EDUCATION

Ph.D., Economics, University of California, Berkeley, December, 1996

PUBLICATIONS & WORKING PAPERS

Selected Publications (reverse chronological order):

- “Creativity and Financial Incentives” (with Daniela Grieco, forthcoming in *Journal of the European Economic Association*)
- “Opportunistic Conformism (with Michael Naef and Alessandro Sontuoso; *Journal of Economic Theory*, March, 2019, 100-134)
- “A Test of the Modigliani-Miller Invariance Theorem and Arbitrage in Experimental Asset Markets” (with Tibor Neugebauer; *Journal of Finance*, February, 2019, 493-529)
- An Experimental Study of Estimation and Bidding in Common-Value Auctions with public information” (with Dan Levin and David Schmeidler; *Journal of Economic Theory*, January, 2019, 73-98)
- “Endogenous reward promotes cooperation” (with Chun-Lei Yang, Boyu Zhang, Jaimie Lien, and Cong Liu; *Proceedings of the National Academy of Sciences*, October 2, 2018 115(40), 9968-9973)
- “Confirmation Bias with Motivated Beliefs” (with Chetan Dave, *Games and Economic Behavior*, **104**, July, 2017, 1-23)

- “Preserving Rank as a Social Norm,” (with Marie Claire Villeval, *Nature Human Behaviour*, **1**(7), Article 0137, July, 2017)
- “Let’s Talk: How Communication Affects Contract Design” (with Jordi Brandts and Matthew Ellman, *Journal of the European Economic Association*, **14**, August, 2016, 943-974)
- “From the Lab to the Real World” (with Ernst Fehr, *Science*, 30 October, 2015, 512-513)
- “Letting Down the Team? Evidence of Social Effects of Team Incentives” (with Philip Babcock, Kelly Bedard, John Hartman, and Heather Royer, *Journal of the European Economic Association*, **13**, October, 2015, 841-870)
- “Experimental Games on Networks: Underpinnings of Behavior and Equilibrium Selection” (with Francesco Feri, Miguel Meléndez-Jiménez, and Matthias Sutter, *Econometrica*, **82**, September, 2014, 1615-1670)
- “The Dark Side of Status” (with David Masclet and Marie Claire Villeval; *Management Science*, **60**, January, 2014, 38-55)
- “Experimental Methods: Eliciting Risk Preferences” (with Uri Gneezy and Alex Imas; *Journal of Economic Behavior and Organization*, **87**, March, 2013, 43-51)
- “The Hidden Advantage of Delegation: Pareto-improvements in a Gift-exchange Game” (with Ramón Cobo-Reyes, Natalia Jiménez, Juan Lacomba, and Francisco Lagos; *American Economic Review*, **102**, August, 2012, 2358-2379)
- “Groups make Better Self-Interested Decisions” (with Matthias Sutter; *Journal of Economic Perspectives*, **26**, Summer, 2012, 157-176)
- “The Strategy versus the Direct-response Method: A First Survey of Experimental Comparisons” (with Jordi Brandts; *Experimental Economics*, **14**, September, 2011, 375-398)
- “Participation” (with Martin Dufwenberg; *American Economic Review*, **101**, June, 2011, 1211-1237)
- “On The Conjunction Fallacy in Probability Judgment: New Experimental Evidence Regarding Linda” (with Edi Karni and Dan Levin; *Games and Economic Behavior*, **68**, March, 2010, 551-556)
- “Cooperation and Competition in Intergenerational Experiments in the Field and the Laboratory” (with Marie Claire Villeval; *American Economic Review*, **99**, June, 2009, 956-978)
- “Incentives to Exercise” (with Uri Gneezy; *Econometrica*, **77**, May, 2009, 909- 931)
- “The Origin of the Winner’s Curse: A Laboratory Study” (with Dan Levin; *American Economic Journal – Micro*, **1**, February, 2009, 207–236)
- “What’s in a Name? Anonymity and Social Distance in Dictator and Ultimatum Games” (with Uri Gneezy; *Journal of Economic Behavior and Organization*, **68**, October, 2008, 29-35)
- “Bargaining and Network Structure: An Experiment” (with Margarida Corominas-Bosch and Guillaume Fréchette; *Journal of Economic Theory*, **136**, September, 2007, 28-65)
- “Individual Behavior and Group Membership” (with Luca Rigotti and Aldo Rustichini, *American Economic Review*, **97**, September, 2007, 1340-1352)
- “Endogenous Transfers in the Prisoner’s Dilemma Game: An Experimental Test of Cooperation and Coordination” (with Guillaume Fréchette and Cheng-Zhong Qin; *Games and Economic Behavior*, **60**, August, 2007, 287-306)
- “Promises and Partnership” (with Martin Dufwenberg; *Econometrica*, **74**, November,

- 2006, 1579-1601)
- “When Optimal Choices Feel Wrong: A Laboratory Study of Bayesian Updating, Complexity, and Affect,” (with Dan Levin; *American Economic Review*, **95**, September, 2005, 1300-1309)
- “Attribution and Reciprocity in an Experimental Labor Market,” *Journal of Labor Economics*, **22**, July, 2004, 665-688
- “Truth or Consequences: An Experiment” (with Jordi Brandts; *Management Science*, **49**, January, 2003, 116-130)
- “Understanding Social Preferences with Simple Tests” (with Matthew Rabin; *Quarterly Journal of Economics*, **117**, August, 2002, 817-869)
- “Self-serving Cheap Talk and Credibility: A Test of Aumann’s Conjecture,” *Games and Economic Behavior*, **33**, November, 2000, 177-194

Full list of refereed journal publications and accepted papers (from most to least recent)

1. “Creativity and Financial Incentives” (with Daniela Grieco, forthcoming in *Journal of the European Economic Association*)
2. “Charity in the Laboratory: Matching, Competition, and Group Membership” (with Patrick Holder; forthcoming in *Management Science*)
3. “Cheating, Incentives, and Money Manipulation” (with Celia Blanco, Lara Ezquerro, and Ismael Rodriguez-Lara; *Experimental Economics*, 22(1), March, 2019, 155-177)
4. “Opportunistic Conformism (with Michael Naef and Alessandro Sontuoso; *Journal of Economic Theory*, March, 2019, 100-134)
5. “A Test of the Modigliani-Miller Invariance Theorem and Arbitrage in Experimental Asset Markets” (with Tibor Neugebauer; *Journal of Finance*, February, 2019, 493-529)
6. “An Experimental Study of Estimation and Bidding in Common-Value Auctions with public information” (with Dan Levin and David Schmeidler; *Journal of Economic Theory*, January, 2019, 73-98)
7. “Endogenous reward promotes cooperation” (with Chun-Lei Yang, Boyu Zhang, Jaimie Lien, and Cong Liu; *Proceedings of the National Academy of Sciences*, October 2, 2018 115(40), 9968-9973.
8. “Experimental Methods: Measuring Effort in Economics Experiments” (with Uri Gneezy and Austin Henderson; *Journal of Economic Behavior and Organization*, 149, May, 2018, 74-87)
9. “Self Confidence and Strategic Behavior” (with Aldo Rustichini and Jeroen van de Ven; *Experimental Economics*, 21(1), March, 2018, 72-98)
10. “Complexity in Risk Elicitation May Affect the Conclusions: A Demonstration Using Gender Differences” (with Catherine Eckel, Uri Gneezy, and Agne Kajackaite; *Journal of Risk and Uncertainty*, 56(1), 1-17, February, 2018)
11. “Behavioral Economics and Experimental Economics: Cousins but not Twins” (with Brianna Halladay, *Journal of Behavioral Economics for Policy*, 1(2), 2017, 5-9)
12. “Confirmation Bias with Motivated Beliefs” (with Chetan Dave, *Games and Economic Behavior*, **104**, July, 2017, 1-23)
13. “Preserving Rank as a Social Norm,” (with Marie Claire Villeval, *Nature Human Behaviour*, **1(7)**, Article 0137, July, 2017)

14. “Renewable Dismissal Barriers, Job Security, and Long-term Investment” (with Ramón Cobo-Reyes, Natalia Jiménez, Juan Lacomba, and Francisco Lagos), *European Economic Review*, 95, June, 2017, 195-214)
15. “Experimental Methods: When and Why Contextual Instructions May be Important” (with Aleksandr Alekseev and Uri Gneezy; *Journal of Economic Behavior and Organization*, 134, February, 2017, 48-59)
16. “Social Surplus Determines Cooperation Rates in the One-shot Prisoner’s Dilemma” (with Luca Rigotti and Aldo Rustichini, *Games and Economic Behavior*, **100**, November, 2016, 113-124)
17. “The Effect of Charitable Giving on Workers’ Performance: Experimental evidence” (with Ramón Cobo-Reyes and Ángela Sánchez; *Journal of Economic Behavior and Organization*, **131**, November, 2016, 61-74)
18. “Experimental Methods: Pay one or Pay All,” (with Uri Gneezy and Brianna Sheets; *Journal of Economic Behavior and Organization*, **131**, November, 2016, 141-150)
19. “Let’s Talk: How Communication Affects Contract Design” (with Jordi Brandts and Matthew Ellman, *Journal of the European Economic Association*, **14**, August, 2016, 943-974)
20. “Comprehension and Risk Elicitation in the Field: Evidence from Rural Senegal” (with Angelino Viceisza, *Review of Behavioral Economics*, **3**, July, 2016, 145-171)
21. “Social Comparisons in Wage Delegation: Experimental Evidence” (with Ramón Cobo-Reyes, Juan Lacomba, Francisco Lagos, and Jose Maria Perez, *Experimental Economics*, **19**, June, 2016, 433-459.
22. “Choosing and Not Choosing with and without Communication: Experimental Results on Contract Design and Selection” (with Matthew Ellman, *Journal of Institutional and Theoretical Economics*, **172**, March, 2016, 142-157)
23. “From the Lab to the Real World” (with Ernst Fehr, *Science*, 30 October, 2015, 512-513)
24. “Letting Down the Team? Evidence of Social Effects of Team Incentives” (with Philip Babcock, Kelly Bedard, John Hartman, and Heather Royer, *Journal of the European Economic Association*, **13**, October, 2015, 841-870.
25. “Merit Pay and Wage Compression with Productivity Differences and Uncertainty” (with Till Gross and Chris Guo, *Journal of Economic Behavior and Organization*, **117**, September, 2015, 233-247)
26. “Inducing Norms in Laboratory Allocation Choices” (with Arthur Schram, *Management Science*, **61**, July, 2015, 1531-1546)
27. “Continuous Time and Communication in a Public-goods Experiment” (with Ryan Oprea and Dan Friedman, *Journal of Economic Behavior and Organization*, **108**, December, 2014, 212-223)
28. “Experimental Games on Networks: Underpinnings of Behavior and Equilibrium Selection” (with Francesco Feri, Miguel Meléndez-Jiménez, and Matthias Sutter, *Econometrica*, **82**, September, 2014, 1615-1670)
29. “Identities, Selection, and Contributions in a Public-goods Game” (with Ramón Cobo-Reyes and Natalia Jiménez, *Games and Economic Behavior*, **87**, September, 2014, 322-338)
30. “Starting Small towards Voluntary Formation of Efficient Large Groups in Public Goods Provision” (with Chun-Lei Yang, *Journal of Economic Behavior and Organization*, **102**, June, 2014, 119-132)

31. "The Dark Side of Competition for Status" (with David Masclet and Marie Claire Villeval; *Management Science*, **60**, January, 2014, 38-55)
32. "Promises in Contract Design," with Ninghua Du, Chun-Lei Yang, and Lan Yao, *European Economic Review*, **64**, November, 2013, 194-208)
33. "Deception: The Role of Guilt" (with Pierpaolo Battagalli and Martin Dufwenberg; *Journal of Economic Behavior and Organization*, **93**, September, 2013, 227-232)
34. "Extra-Laboratory Experiments: Extending the Reach of Experimental Economics" (with Uri Gneezy and Michael Kuhn, *Journal of Economic Behavior and Organization*, **91**, July, 2013, 93-100)
35. "A Restaurant Experiment in Charitable Contributions," (with Tsz Cheung; *Economics Letters*, **119**, April, 2013, 48-49)
36. "Experimental Methods: Eliciting Risk Preferences" (with Uri Gneezy and Alex Imas; *Journal of Economic Behavior and Organization*, **87**, March, 2013, 43-51)
37. "Ambiguity Attitudes: An Experimental Investigation" (with Edi Karni and Dan Levin, *Journal of Risk and Uncertainty*, **46**, February, 2013, 1-25)
38. "The Hidden Advantage of Delegation: Pareto-improvements in a Gift-exchange Game" (with Ramón Cobo-Reyes, Natalia Jiménez, Juan Lacomba, and Francisco Lagos; *American Economic Review*, **102**, August, 2012, 2358-2379)
39. "Groups make Better Self-Interested Decisions" (with Matthias Sutter; *Journal of Economic Perspectives*, **26**, Summer, 2012, 157-176)
40. "Strong Evidence for Gender Differences in Risk-taking" (with Uri Gneezy; *Journal of Economic Behavior and Organization*, **83**, June 2012, 50-58)
41. "A Group-based Wellness Intervention in the Laboratory" (with Roger Jahnke; *B.E. Journal of Economic Analysis and Policy*, **12**, March 2012)
42. "Deterrence, Expected Cost, Uncertainty and Voting: Experimental Evidence" (with Greg DeAngelo; *Journal of Risk and Uncertainty*, **44**, February 2012, 73-100)
43. "Experimental Methods: Between-subject and Within-subject Design" (with Uri Gneezy and Michael Kuhn; *Journal of Economic Behavior and Organization*, **81**, January, 2012, 1-8)
44. "The Strategy versus the Direct-response Method: A First Survey of Experimental Comparisons" (with Jordi Brandts; *Experimental Economics*, **14**, September, 2011, 375-398)
45. "Competition and the Ratchet Effect" (with Peter Kuhn and Marie Claire Villeval; *Journal of Labor Economics*, **29**, July, 2011, 513-547)
46. "Participation" (with Martin Dufwenberg; *American Economic Review*, **101**, June, 2011, 1211-1237)
47. "Trust and Trustworthiness Reputations in an Investment Game" (with Ninghua Du and Chun-Lei Yang; *Games and Economic Behavior*, **72**, June, 2011, 361-375)
48. "Competition, Hidden Information, and Efficiency: An Experiment" (with Antonio Cabrales and Marie Claire Villeval; *Experimental Economics*, **14**, May, 2011, 133-159)
49. "Gender Differences in Cooperation with Group Membership" (with Aldo Rustichini; *Games and Economic Behavior*, **72**, May, 2011, 77-85)
50. "Field and Online Experiments on Procrastination and Willpower" (with Nicholas Burger and John Lynham; *Journal of Economic Behavior and Organization*, **77**, March, 2011, 393-404)

51. “Optimal Contracts with Team Production and Hidden Information: An Experiment” (with Antonio Cabrales, *Journal of Economic Behavior and Organization*, **77**, February, 2011, 163-176)
52. “When is Employee Retaliation Acceptable at Work? Evidence from Quasi-Experiments” (with David I. Levine, *Industrial Relations*, **49**, October, 2010, 499-523)
53. “Bare Promises” (with Martin Dufwenberg; *Economics Letters*, **107**, May, 2010, 281-283.
54. “On The Conjunction Fallacy in Probability Judgment: New Experimental Evidence Regarding Linda” (with Edi Karni and Dan Levin; *Games and Economic Behavior*, **68**, March, 2010, 551-556)
55. “Portfolio Choice and Risk Attitudes” (with Uri Gneezy; *Economic Inquiry*, **48**, January, 2010, 133-146)
56. “Cooperation and Competition in Intergenerational Experiments in the Field and the Laboratory” (with Marie Claire Villeval; *American Economic Review*, **99**, June, 2009, 956-978)
57. “Incentives to Exercise” (with Uri Gneezy; *Econometrica*, **77**, May, 2009, 909- 931)
58. “An Experimental Test of Inequality and Risk-sharing Arrangements” (with Garance Genicot; *Economic Journal*, **119**, April, 2009, 796-825)
59. “The Role of Responsibility in Strategic Risk-taking,” (with Matthew Jackson; *Journal of Economic Behavior and Organization*, **69**, March, 2009, 241-247)
60. “The Origin of the Winner’s Curse: A Laboratory Study” (with Dan Levin; *American Economic Journal – Micro*, **1**, February, 2009, 207–236)
61. “An Investment Game with Third-party Intervention” (with Ramón Cobo-Reyes and Natalia Jiménez; *Journal of Economic Behavior and Organization*, **68**, October, 2008, 18-28)
62. “What’s in a Name? Anonymity and Social Distance in Dictator and Ultimatum Games” (with Uri Gneezy; *Journal of Economic Behavior and Organization*, **68**, October, 2008, 29-35)
63. “Individual and Group Decision Making under Risk: An Experimental Study of Bayesian Updating and Violations of First-order Stochastic Dominance” (with Edi Karni and Dan Levin, *Journal of Risk and Uncertainty*, **35**, October, 2007, 129-148)
64. “Pay Inequality, Pay Secrecy, and Effort: Theory and Evidence” (with Peter Kuhn; *Journal of Labor Economics*, **25**, October, 2007, 693-724)
65. “Forward Induction and Entry Deterrence: An Experiment” (with Jordi Brandts and Antonio Cabrales; *Economic Theory*, **33**, October, 2007, 183-209)
66. “Bargaining and Network Structure: An Experiment” (with Margarida Corominas-Bosch and Guillaume Fréchette; *Journal of Economic Theory*, **136**, September, 2007, 28-65)
67. “Group Play in Games and the Role of Consent in Network Formation” (with Matthew Jackson; *Journal of Economic Theory*, **136**, September, 2007, 417-445)
68. “Individual Behavior and Group Membership” (with Luca Rigotti and Aldo Rustichini, *American Economic Review*, **97**, September, 2007, 1340-1352)
69. “Endogenous Transfers in the Prisoner’s Dilemma Game: An Experimental Test of Cooperation and Coordination” (with Guillaume Fréchette and Cheng-Zhong Qin; *Games and Economic Behavior*, **60**, August, 2007, 287-306)
70. “Intention and Stochastic Outcomes: An Experimental Study” (with David I. Levine; *Economic Journal*, **117**, July, 2007, 1051-1072)

71. "Social Distance and Reciprocity: The Internet vs. the Laboratory" (with Ernan Haruvy and Doron Sonsino; *Journal of Economic Behavior and Organization*, **63**, May, 2007, 88-103)
72. "Promises and Partnership" (with Martin Dufwenberg; *Econometrica*, **74**, November, 2006, 1579-1601)
73. "Expressed Preferences and Behavior in Experimental Games" (with Matthew Rabin; *Games and Economic Behavior*, **53**, November, 2005, 151-169)
74. "When Optimal Choices Feel Wrong: A Laboratory Study of Bayesian Updating, Complexity, and Affect," (with Dan Levin; *American Economic Review*, **95**, September, 2005, 1300-1309)
75. "Attribution and Reciprocity in an Experimental Labor Market," (*Journal of Labor Economics*, **22**, July, 2004, 665-688)
76. "Do Labour Market Conditions Affect Gift Exchange? Some Experimental Evidence," (with Jordi Brandts; *Economic Journal*, **114**, July, 2004, 684-708)
77. "How Robust is Laboratory Gift Exchange?" (with Guillaume Fréchet and John Kagel; *Experimental Economics*, **7**, June, 2004, 189-205)
78. "What Makes Cheap Talk Effective? Experimental Evidence" (with Brit Grosskopf; *Economics Letters*, **83**, June, 2004, 383-389.
79. "An Experiment on Nash Implementation" (with Antonio Cabrales and Luis Corchón; *Journal of Economic Behavior and Organization*, **51**, June, 2003, 161-193)
80. "Truth or Consequences: An Experiment" (with Jordi Brandts; *Management Science*, **49**, January, 2003, 116-130)
81. "Minimum Advertised-Price Policy Rules and Retailer Behavior: An Experiment" (with Kay-Yut Chen; *Interfaces*, **32**, Sept.-Oct, 2002, 62-73)
82. "Understanding Social Preferences with Simple Tests" (with Matthew Rabin; *Quarterly Journal of Economics*, **117**, August, 2002, 817-869)
83. "Altruism, Fairness, and Reciprocity in a Gift-Exchange Experiment: An Encompassing Approach" (with Ernan Haruvy; *Games and Economic Behavior*, **40**, August, 2002, 203-231)
84. "Changes in the Fair Employment Contract: Evidence from a Quasi-Experiment" (with David I. Levine; *Journal of Economic Behavior and Organization*, **47**, April, 2002, 391-405)
85. "Relative Payoffs and Happiness: An Experimental Study" (with Brit Grosskopf; *Journal of Economic Behavior and Organization*, **45**, July, 2001, 301-328)
86. "Self-serving Cheap Talk and Credibility: A Test of Aumann's Conjecture," (*Games and Economic Behavior*, **33**, November, 2000, 177-194)
87. "Self-serving Biases: Evidence from an Experimental Labor Market" (with Ernan Haruvy; *Journal of Managerial Psychology*, **15**, November, 2000, 655-667)
88. "Reputation, Honesty, and Efficiency with Insider Information: An Experiment," (with Nuno Garoupa; *Journal of Economics and Management Strategy*, **9**, Summer 2000, 425-451)
89. "Responsibility and Effort in an Experimental Labor Market," (*Journal of Economic Behavior and Organization*, **42**, July 2000, 375-384)
90. "Bargaining Efficiency and Screening: An Experimental Investigation," (*Journal of Economic Behavior and Organization*), **42**, July 2000, 285-304

91. “When are Layoffs Acceptable? Evidence from a Quasi-Experiment,” (with David I. Levine; *Industrial & Labor Relations Review*, **53**, April 2000, 381-400)
92. “Hot vs. Cold: Sequential Responses in Simple Experimental Games,” (with Jordi Brandts; *Experimental Economics*, **2**, March 2000, 227-238)

Publications in books and non-refereed publications

- “Law and Economics in the Laboratory,” (with Greg DeAngelo, forthcoming in *Research Handbook on Behavioral Law and Economics*)
- “Should Firms Allow Workers to Choose Their Own Wage?,” IZA World of Labor, <http://wol.iza.org/articles/should-firms-allow-workers-to-choose-their-own-wage>, DOI: <http://dx.doi.org/10.15185/izawol.223>
- “The Hammer and the Screwdriver,” in *Handbook of Experimental Economic Methodology*, Oxford University Press, 2015, 197-199.
- “Trust and Reciprocity” (with Valentin Shmido), in *Foundations and Trends in Microeconomics*, Vol. 10, no. 3, 2014, 167-207.
- “Communication in Bargaining Experiments,” (*Oxford Handbook of Economic Conflict Resolution*, 2012, 7-18.
- “Lab Labor: What Can Labor Economists Learn in the Lab?,” (with Peter Kuhn, *Handbook of Labor Economics*, Volume 4a, February, 2011, 229-330)
- “Laboratory Experiments: Challenges and Promise (*Journal of Economic Behavior and Organization*, **73**, January 2010, 21-23)
- How New is the “New Employment Contract”? : Evidence from North American Pay Practices* (with David I. Levine, Dale Belman, Erica L. Groshen, and K.C. O’Shaughnessy), Upjohn Institute for Employment Research, Kalamazoo, Michigan, 2002.
- “Alternative Dispute Resolution and the Settlement Gap,” in *Bridging the Settlement Gap*, D. Anderson, ed., JAI Press, 1996

Papers in the review process:

- “Exercise Improves Academic Performance” (with Alexander Cappelen, Mathias Ekström, Uri Gneezy, and Bertil Tungodden, revision requested by *Journal of Political Economy*)
- “Theory of Mind Among Disadvantaged Children: Evidenced from a Field Experiment” (with John List, Aldo Rustichini, Anya Samek and Jeroen van de Ven, requested revision submitted to *Journal of Economic Behavior and Organization*)
- “Silence is Golden: Communication Costs and Team Problem-solving” (with David Cooper and Zachary Grossman; revision requested by *Experimental Economics*)
- “Anticipated Discrimination, Choices, and Performance: Experimental evidence (with Ramón Cobo-Reyes and Ángela Sánchez; reject-and-resubmit resubmitted to *European Economic Review*)
- “The Doors of Perception (with Alessandro Sontuoso; reject-and-resubmit from *Econometrica*)
- “Social Preferences: Fundamental Patterns, Economic Consequences, Determinants” (with Ernst Fehr; project approved by *Journal of Economic Literature*)
- “Do risk-preference measures in the laboratory predict behavior under risk in and outside of the laboratory?” (with Thomas Garcia, Theo Offerman, and Marie Claire Villeval)

“How Do People Choose Between Biased Information Structures? Evidence from a Laboratory Experiment” (with Ryan Oprea and Sevgi Yuksel)
“In-group Identification and Motivation Crowding” (with Abhi Vaidyanatha)

Working papers

“Communication and (Non-) Equilibrium Selection” (with Francesco Feri, Miguel Meléndez-Jiménez, and Matthias Sutter)
“A Survey on Attitudes Towards Deception in Experimental Economics” (with Anya Samek and Jeroen van de Ven)
“Universal Difference Aversion” (with Karim Sadrieh and Anke Sterzing)

FELLOWSHIPS & GRANTS

UCSB Faculty Award, Academic Senate, 2016
Science of Philanthropy Institute, 2014
IFree Grant, 2012
UCSB Faculty Award, Academic Senate, 2012
UCSB Faculty Award, Academic Senate, 2010
ISBER Research Award, 2009
NSF Grant, 2006-2008
USCB Faculty Award, Academic Senate, 2006
ISBER Research Award, 2006
Russell Sage Foundation, 2003-2005
USCB Faculty Award, Academic Senate, 2002
ISBER Research Award, 2002
UCSB Junior Faculty Award, 2002
MacArthur Foundation Norms and Preferences Group Fellowship, 1999-2000
MacArthur Foundation Norms and Preferences Group Experimental Grant, 1999
Russell Sage Foundation Small Grant for 1999 Summer Reunion
Russell Sage Foundation Small Grant, 1998
Clausen Center for Int'l. Business and Policy, UC Berkeley, small grant, 1998
Institute of Industrial Relations, UC Berkeley, small grant, 1998
UC Berkeley Vice Chancellor for Research Funding Fellowship, 1996
Dean Witter Foundation stipend, 1995
Russell Sage Foundation Small Grant, 1995
GTE Mini-Grant, 1994

PROFESSIONAL ACTIVITIES

Editor, *Games and Economic Behavior*, February, 2016 -
Associate Editor, *Quantitative Economics*, July, 2018 -
Editorial Board, *Journal of the Economic Science Association*, July, 2014 -
ESA Executive Board, June, 2014 – June, 2017
Editorial Board, *Review of Behavioral Economics*, April, 2013 -
Associate Editor, *Journal of the European Economic Association*, November, 2011-
January, 2018
Advisory Editor, *Games and Economic Behavior*, June, 2011 – February, 2016
Associate Editor, *Management Science*, October, 2009 – January, 2018

Editorial Board, *Experimental Economics*, December, 2006 -

Editorial Board, *American Economic Review*, January, 2006 – December, 2013

Editorial Board, *Journal of Economic Behavior and Organization*, January, 2005 – October, 2013

Advisory Board, *Journal of Behavioral Economics for Policy*, April, 2016 -

Guest Editor, *Journal of Marketing Research*, August, 2010

Guest Editor, *Proceedings of the National Academy of Sciences*, April, 2016

Ad-Hoc Editor, *American Economic Journals – Micro*, February, 2011 -

NSF Panelist, Human and Social Dynamics, June, 2004

Lead organizer, 2018 Behavioral and Experimental Economics Conference, Santa Barbara

Lead organizer, 2016 Behavioral and Experimental Economics Conference, Santa Barbara

Lead organizer, 2014 Behavioral and Experimental Economics Conference, Santa Barbara

Organizer, 2012 Behavioral and Experimental Economics Conference, Santa Barbara

Organizer, 2010 Behavioral and Experimental Economics Conference, Santa Barbara

Organizer, 2008 Behavioral and Experimental Economics Conference, Santa Barbara

Organizer, 2006 Communication and Incentives Workshop, Santa Barbara

Lead Organizer, 2005 North American Regional ESA Meeting, Tucson

Co-Organizer, 1999 Russell Sage Foundation Summer Reunion, Berkeley

Referee for *American Economic Journals – Applied Economics* (6), *American Economic Journals – Economic Policy*, *American Economic Journals – Micro* (14), *American Economic Review* (76), *American Economic Review Insights*, *American Journal of Agricultural Economics*, *American Political Science Review* (6), *Berkeley Electronic Press* (3), *Cambridge University Press*, *Contemporary Clinical Trials*, *Ecology and Society*, *Econometrica* (40), *Economic Inquiry* (9), *Economic Journal* (13), *Economica*, *Economics and Philosophy*, *Economics Letters* (11), *Economics of Governance*, *Economic Theory*, *European Economic Review* (6), *Evolution and Human Behavior* (2), *Experimental Economics* (43), *Feminist Economics*, *Games, Games and Economic Behavior* (26), *IBM Systems Journal*, *Industrial Relations*, *Industrial and Labor Relations Review* (4), *International Economic Review* (3), *International Journal of the Economics of Business*, *International Journal of Game Theory* (2), *International Journal of Industrial Organization*, *International Journal of Manpower*, *Journal of Behavioral and Experimental Economics*, *Journal of Behavioral Decision-making* (3), *Journal of Behavioral and Experimental Economics*, *Journal of Bioeconomics*, *Journal of Conflict Resolution*, *Journal of Development Economics*, *Journal of Development Studies*, *Journal of Economic Behavior and Organization* (43), *Journal of Economic Education*, *Journal of Economic Literature* (3), *Journal of Economic Psychology* (6), *Journal of Economic Surveys*, *Journal of Economic Theory* (8), *Journal of Empirical Legal Studies*, *Journal of the European Economic Association* (43), *Journal of Experimental Social Psychology*, *Journal of Finance* (3), *Journal of Health Economics*, *Journal of Human Resources*, *Journal of Labor Economics* (12), *Journal of Law and Economics*, *Journal of Law, Economics, and Organization* (8), *Journal of Legal Studies* (2), *Journal of Political Economy* (10), *Journal of Public Economics* (13), *Journal of Public Economic Theory*, *Journal of Regulatory Economics*, *Journal of Risk and Uncertainty* (7), *Journal of Sports*

Economics, Judgment and Decision Making, Labour Economics (2), Management Science (17), Managerial and Decision Economics, Marketing Science, Nature Human Behaviour (5), Philosophical Psychology, PLOS One (2), Proceedings B of the Royal Society, Proceedings of the National Academy of Sciences (3), Quantitative Economics (6), Quarterly Journal of Economics (52), Quarterly Journal of Political Science, Rationality and Society Journal, Review of Economics and Statistics (3), Review of Behavioral Economics, Review of Economic Studies (21), Review of Environmental Economics and Policy, Royal Society Open Science, Science (2), Sex Roles: A Journal of Research, Social Choice and Welfare, the Alberta Gambling Research Institute, the Austrian Science Fund (4), Autonomous Province of Bolzano - South Tyrol, the Canadian Social Sciences and Humanities Research Council (2), the European Research Council, IFree Grants, the Israel Science Foundation (2), the Netherlands Organisation for Scientific Research, the Swiss National Science Foundation (2), the UK Economic Social and Research Council (2), and the U.S. National Science Foundation (29)

INVITED CONFERENCES

1st CoCoLab Workshop in Economics and Psychology, Nice, February, 2019 (*keynote speaker*)
 Workshop on Communication, Amsterdam, November, 2018 (*keynote speaker*)
 SITE Conference (Psychology and Economics), Stanford, August, 2018
 3rd Psychological Game Theory Conference, Soletto, Italy, July, 2018 (*keynote speaker*)
 FAIR Inaugural Conference, Bergen, June, 2018
 Max Planck Inaugural Conference, Bonn, May, 2018
 2018 Santa Barbara Conference on Experimental and Behavioral Economics, Santa Barbara, California, February, 2018
 Social Norms and Moral Norms, Lyon, France, October, 2017
 68 Degree North Workshop on Behavioral and Experimental Economics, Lofoten, Norway, August, 2017
 Workshop on Psychological Game Theory. Norwich, England, July, 2017 (*special lecture*)
 2017 ESA International Meeting, La Jolla, June, 2017 (*special lecture*)
 CESifo Conference on Behavioral Economics, Munich, October, 2016
 Stanford Institute for Theoretical Economics (Psychology and Economics), Stanford, August, 2016
 2016 Spring Workshop on Experimental Economics in Strasbourg, Strasbourg, June, 2016 (*keynote speaker*)
 2016 EWEBE Conference, Cologne, June, 2016
 2016 Santa Barbara Conference on Experimental and Behavioral Economics, Santa Barbara, California, February, 2016
 CESifo Conference on Behavioral Economics, Munich, October, 2015
 Social Norms Conference, Lyon, 2015
 JITE Conference, Edinburgh, June, 2015
 Experimental Methods in Legal Studies, UCLA, March, 2015 (*keynote speaker*)
 SEEDC Conference, Bergen, Norway, December, 2014 (*keynote speaker*)
 Science of Philanthropy Institute Conference, Chicago, November, 2014
 HEIDI-CORTEX Behavioral Economics Workshop, Lyon, October, 2014

Gender Issues in Experimental Economics, Alicante, October, 2014 (*keynote speaker*)
 CESifo Conference on Behavioral Economics, Munich, October, 2014
 Workshop on Behavioral Economics and Industrial Organization, Budapest, September, 2014 (*keynote speaker*)
 Amsterdam Symposium on Behavioral and Experimental Economics, Amsterdam, August, 2014 (*keynote speaker*)
 Conference on Business Ethics, Cologne, August, 2014 (*keynote speaker*)
 Stanford Institute for Theoretical Economics (Psychology and Economics), Stanford, August, 2014
 Networks Conference, Essex, June, 2014
 BEAM Conference, Berkeley, May, 2014
 LABEL Conference, USC, May, 2014
 2014 Santa Barbara Conference on Experimental and Behavioral Economics, Santa Barbara, California, February, 2014
 BELSS Conference, Bocconi University, Milan, October, 2013
 CESifo Behavioral and Experimental Conference, Munich, October, 2013
 Stanford Institute for Theoretical Economics (Experimental Economics), Stanford, August, 2013
 Extensive Form Games in the Lab Conference, Sciences Po, Paris, June, 2013
 Social Dilemmas Conference, Caltech, February, 2013
 Warm Glow Conference, UCSD, January, 2013
 WISE Experimental Conference, Xiamen, China, December, 2012 (*keynote speaker*)
 CESifo Behavioral and Experimental Conference, Munich, November, 2012
 Copenhagen Experimental Workshop, Copenhagen, October, 2012 (*keynote speaker*)
 Alhambra Experimental Workshop, Granada, Spain, October, 2012 (*keynote speaker*)
 Policy Impact of Experiments, London, October, 2012
 Stanford Institute for Theoretical Economics (Psychology and Economics), Stanford, September, 2012
 Ambiguity: Theory and Experiment, CEAR Workshop, Atlanta, September, 2012
 Symposium on Incentives and Identity in Organization, Toulouse, June, 2012
 Field Days: Experiments Outside the Lab, WBZ, Berlin, June, 2012
 LABEL Conference, USC, May, 2012
 Rady Deception Conference, UCSD, April, 2012
 2012 Royal Economic Society Meetings, Cambridge, UK, March, 2012
 2012 Santa Barbara Conference on Experimental and Behavioral Economics, Santa Barbara, California, February, 2012
 AWI Workshop on “Behavioral Economics and Life-span Changes in Decision Making,” Heidelberg, December, 2011 (*keynote speaker*)
 EWEBE Conference, Munich, November, 2011
 CESifo Behavioral and Experimental Conference, Munich, October, 2011
 Stanford Institute for Theoretical Economics (Experimental Economics), Stanford, California, September, 2011
 Gender and Competition Workshop, Innsbruck, May, 2011
 The Determinants and Implications of Prosocial Behaviour, University of Southampton, May, 2011 (*keynote speaker*)
 USC Conference on Game Theory in Law, Business and Political Economy, Los

Angeles, October, 2010
Stanford Institute for Theoretical Economics (Psychology and Economics), Stanford, California, September, 2010
Behavioral and Quantitative Game Theory Conference on Future Directions, Newport Beach, California, May, 2010
Second Annual Behavioral Economics Conference, Cornell, Ithaca, New York, May, 2010
Information, Communication and Competition Conference, Amsterdam, April, 2010 (*keynote speaker*)
International Meeting on Experimental and Behavioral Economics, Bilbao, Spain, April, 2010 (*keynote speaker*)
2010 Santa Barbara Conference on Experimental and Behavioral Economics, Santa Barbara, California, February, 2010
European Science Foundation Exploratory Workshop, Barcelona, December, 2009
Handbook of Labor Economics Conference, Berkeley, California, November, 2009
Stanford Institute for Theoretical Economics (Experimental Economics), Stanford, California, August, 2009
Stanford Institute for Theoretical Economics (Psychology and Economics), Stanford, California, August, 2009
Conference on Individual Decision-making: A Behavioral Approach, Tel Aviv, Israel, June, 2009
European Science Foundation Exploratory Workshop on Individual and Team Decisions in Economics, Innsbruck, Austria, December, 2008
European Workshop on Experimental and Behavioral Economics, Innsbruck, Austria, December, 2008
European ESA Meetings, Lyon, France, September, 2008 (*keynote speaker*)
Workshop in Applied Microeconomics, St. Andrews, Scotland, September, 2008
ENABLE Conference on Economics and Psychology, Amsterdam, The Netherlands, March, 2008
2008 Santa Barbara Conference on Experimental and Behavioral Economics, Santa Barbara, California, February, 2008
European Workshop on Experimental and Behavioral Economics, Lyon, France, December, 2007
Arne Ryde Symposium on Communication in Games and Experiments, Lund, Sweden, August, 2007
Psychology and Economics, Munich, Germany, June, 2006
Caltech Mini-conference on Political Economy, Pasadena, California, February, 2006
Communications and Incentives Workshop, Santa Barbara, California, February, 2006
Stanford Institute for Theoretical Economics (Experimental Economics), Stanford, California, August, 2005
Conference on Labour and Econometrics, Sydney, Australia, August, 2005 (*keynote speaker*)
Conference on Economics and Psychology, Toulouse, France, June, 2005
Workshop on Utility and Inequality, Paris, France, June, 2005
New and Alternative Directions for Learning Workshop, Carnegie Mellon University, Pittsburgh, August, 2004

Stanford Institute for Theoretical Economics (Experimental Economics), Stanford, California, August, 2004
Stanford Institute for Theoretical Economics (Psychology and Economics), Stanford, California, August, 2004
Decentralization Conference, Duke University, Durham, North Carolina, April, 2004
Stanford Institute for Theoretical Economics (Contract Theory), Stanford, California, August, 2003
UCLA Experimental Mini-conference, Los Angeles, California, April, 2003
Harvard Business School Strategy Conference, Boston, Massachusetts, September, 2002
Behavioral Research Council Conference on Behavioral Economics, Great Barrington, Massachusetts, July, 2002
Bonn Workshop on Behavioral Contract Theory, Bonn, Germany, June, 2002
USC/Caltech Conference on Behavioral Law and Economics, Los Angeles, California, June, 2001
Technion University Workshop on Experimental Economics, Haifa, Israel, April, 2000
Russell Sage Foundation Summer Reunion, Berkeley, California, August, 1999
Graduate Student Workshop in Experimental Economics, Tucson, Arizona, August, 1995
Russell Sage Foundation Summer Reunion, Berkeley, California, August, 1995
Russell Sage Foundation Summer Institute in Behavioral Economics, Berkeley, California, July, 1994

MEDIA COVERAGE

Wallet Hub, December 6, 2018, <https://wallethub.com/edu/best-worst-cities-for-jobs-in-california/16337/#expert=gary-charness>
Financial Times, February 5, 2016, <https://www.ft.com/content/c7dc63c6-c9fd-11e5-be0b-b7ece4e953a0>
KCBX News, January 14, 2016, <http://kcbx.org/post/such-unfavorable-odds-why-it-people-buy-lotto-tickets>
South China Morning Post, December 24, 2015, <http://www.scmp.com/lifestyle/health-beauty/article/1894391/why-two-insurance-companies-want-pay-hongkongers-work-out>
Santa Ynez Valley News, November 11, 2014
Daily Burn, August 26, 2014, <http://dailyburn.com/life/fitness/workout-motivation-tips/>
Live panel discussion on HuffPost Live (live.huffingtonpost.com), July 26, 2013
The Bottom Line (UCSB) May 30, 2011, “Be Well-prepared for the Job Market,” <http://thebottomline.as.ucsb.edu/2011/05/be-well-prepared-for-the-job-market>
Santa Barbara New Press, March 13, 2011, p. 5, “Professor Analyzes Workplace Citizenship,” <http://www.newspress.com/Top/Article/article.jsp?Section=LOCAL&ID=566106338577481780>
Financial Times of London, in “Something for the Weekend,” http://www.ft.com/cms/s/2/1e099bbe-4bd3-11e0-9705-00144feab49a,dwp_uuid=99b6cfd6-8e8a-11df-964e-00144feab49a.html#axzz1GWACyr5Q
KCLU radio interview, March 10, 2011, http://kclu.org/news/local/story.php?story_id=898

New York Times, June 15, 2010, in “Should People Be Paid to Stay Healthy?,”
<http://roomfordebate.blogs.nytimes.com/2010/06/14/should-people-be-paid-to-stay-healthy/>

New York Times, March 26, 2010, in “Carrots, Sticks, and Lower Premiums,”
<http://www.nytimes.com/2010/03/28/business/28unbox.html?scp=1&sq=charness&st=cse>

TechRepublic.com, December 16, 2009,
<http://blogs.techrepublic.com.com/career/?p=1594&tag=content;leftCol>

New York Times Magazine, “Year in Ideas”, December 13, 2009, p. 55
<http://www.nytimes.com/projects/magazine/ideas/2009/#m>

International Herald Tribune, December 12, 2009, p. 12

Economic Logic, April 1, 2009
(<http://economiclogic.blogspot.com/2009/04/little-money-gets-people-toexercise-in.html#links>)

Sydney Morning Herald, March 31, 2009,
<http://www.smh.com.au/opinion/bonus-works-for-couch-potatoes20090331-9i7s.html>

Moneysense, February/March, 2008, p. 7

Christian Science Monitor, February 13, 2006
(<http://www.csmonitor.com/2006/0213/p13s01-wmgn.html>)

Santa Barbara News-Press, September 21, 2005
(<http://www.newspress.com/Top/Article/article.jsp?Section=LOCAL&ID=564527371160518657&Archive=true>)

Pour La Science (French edition of Scientific American), November, 2002, p. 6

PRIZES:

Excellence in Refereeing Award, *American Economic Review* 2017
Excellence in Refereeing Award, *American Economic Review* 2016
Exeter Prize 2015 (top paper published in the fields of Experimental Economics, Behavioral Economics and Decision Theory in calendar year 2014).
MacArthur Fellowship
National Merit Scholarship