

Susanne Neckermann

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Curriculum Vitae

PERSONAL DATA

Date of Birth 23rd of February 1979
Place of Birth Würzburg, Germany
Nationality German

CURRENT EMPLOYMENT

Post-Doc Centre for European Economic Research and University of Mannheim, Department of Economics, Chair Prof. Dr. Dr. h.c. mult. Wolfgang Franz Ph.D. Mannheim, Germany.

EDUCATION

10/04 – 10/09 **Doctoral Studies, University of Zurich, Switzerland**
Thesis: Of Awards in Companies – An Econometric Assessment of Honor and Recognition as Incentives, summa cum laude
Primary Advisor: Prof. Bruno S. Frey; Secondary Advisor: Prof. Ernst Fehr

04/99 – 09/04 **University of Cologne, Germany**
Vordiplom (equivalent to B.A.) and Diplom (equivalent to M.A.) in Economics
Master thesis: Crowding Out of Punishment, summa cum laude
Supervisor: Prof. Axel Ockenfels

08/01 – 08/02 **Eastern Illinois University, Charleston, Illinois (USA)**
Master of Business Administration (accredited by the AACSB), summa cum laude

PUBLICATIONS AND WORKING PAPERS

Frey, Bruno S., Alois Stutzer and Susanne Neckermann (forthcoming). Der Staat als Glücksmaximierer? Zeitschrift für Staats- und Europawissenschaften.

Frey, Bruno S., Alois Stutzer and Susanne Neckermann (forthcoming). Direct Democracy and the Constitution. Alain Marciano (editor): Constitutional Mythology. Edward Elgar.

Frey, Bruno S. and Susanne Neckermann (forthcoming). Awards: A Disregarded Source of Motivation. In: Michael Baurmann and Bernd Lahno (Eds.): Perspectives in Moral Science – Contributions from philosophy, economics, and politics in honour of Hartmut Kliemt. Frankfurt: Frankfurt School Verlag.

Frey, Bruno S. and Susanne Neckermann (forthcoming). Sicherheit, Strafe und positive Alternativen. DIW Vierteljahresheft "Ökonomie der Sicherheit."

Frey, Bruno S. and Susanne Neckermann (2009). Awards: A View from Economics. In: Geoffrey Brennan and Giuseppe Eusepi (Eds.). *The Economics of Ethics and the Ethics of Economics: Values, Markets and the State*. Cheltenham: Edward Elgar Publishing, p. 73 – 88.

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- Neckermann, Susanne and Michael Kosfeld (2009). Working for Nothing? The Effect of Non-material Awards on Employee Performance, mimeo, University of Zurich.
- Neckermann, Susanne, Cueni, Reto and Bruno S. Frey (2009). What is An Award Worth? An Econometric Assessment of the Impact of Awards on Employee Performance, IEW Working Paper 411, University of Zurich.
- Frey, Bruno S. and Susanne Neckermann (2009). Abundant but Neglected: Awards as Economical Incentives. *The Economists' Voice* 6(2), Article 1.
<http://www.bepress.com/ev/vol6/iss2/art1/>
- Frey, Bruno S. and Susanne Neckermann (2008). Academics Appreciate Awards. A New Aspect of Incentives in Research. IEW Working Paper 400, University of Zurich.
- Frey, Bruno S. and Susanne Neckermann (2008). Awards in Economics. Toward a New Field of Inquiry. IEW Working Paper 401, University of Zurich.
- Frey, Bruno S. and Susanne Neckermann (2008). Awards: A View From Psychological Economics. *Journal of Psychology*, 216, 198-208.
- Frey, Bruno S. and Susanne Neckermann (2008). Knight Fever: People Care For Awards. VoxEU.org July 19th, 2008, <http://www.voxeu.org/index.php?q=node/1427>.
- Neckermann, Susanne and Bruno S. Frey (2008). Awards As Incentives. IEW Working Paper 335, University of Zurich.
- Frey, Bruno S. and Susanne Neckermann (2006). Auszeichnungen: ein vernachlässigter Anreiz (Awards: A Neglected Incentive). *Perspektiven der Wirtschaftspolitik* 7(2): 271 – 284.

INVITED TALKS

- Applied Micro and Organisation Seminar*, Goethe University Frankfurt, Germany, November 11, 2009: “What is an Award Worth? – An Econometric Assessment of the Impact of Awards on Employee Performance.”
- Conference *IAREP/SABE Joint Conference*, Saint Mary's University, Halifax, Canada, July 7-11, 2009: “Working for Nothing? The Effect of Non-material Awards on Employee Performance.”
- Conference *Spring Meeting of Young Economists*, Marmara University, Istanbul, Turkey, April 23-25, 2009: “Working for Nothing? The Effect of Non-material Awards on Employee Performance.”
- Conference *Annual Meeting of the European Public Choice Society*, Athens, Greece, April 2-5, 2009: Towards an Economics of Awards.”
- Conference *Human Relations, Reciprocity, and Incentives in the Workplace*, Tinbergen Institute, The Netherlands, December 5–6, 2008: “Working for Nothing? The Effect of Non-material Awards on Employee Performance.”
- Seminar *Corporate Finance Roundtable*, Swiss Banking Institute, October 24, 2008, University Zurich, Zurich, Switzerland: “What is an Award Worth? – An Econometric Assessment of the Impact of Awards on Employee Performance.”
- Conference *Jahrestagung 2008 Verein für Socialpolitik*, September 23-26, 2008, Graz, Austria: “Awards as Incentives.”
- Conference *23rd Annual Congress of the European Economic Association*, August 27 - 31, 2008, Milan, Italy: “What is an Award Worth? – An Econometric Assessment of the Impact of Awards on Employee Performance.”

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Conference *Humanizing the Firm and the Management Profession*, June 30 – July 2, 2008, IESE Business School, University of Navarra, Barcelona, Spain: “Awards as Incentives.”

IBM Research Lab *Research Seminar*, December 11, 2007, Rüschlikon, Switzerland: “Awards as Incentives.”

BGPE Conference *Incentives in Economics*, November 9-10, 2007, Nuremberg, Germany: “Awards as Incentives.”

TEACHING EXPERIENCE

SS 09: Seminar „Current Topics in Economic and Financial Policy in Switzerland” (together with Prof. B.S. Frey and Prof. Eichenberger (Freiburg) and Prof. Stutzer (Basel))

FS 08: Research Seminar “Political Economy” (together with Prof. B.S. Frey (Zurich), Prof. Eichenberger (Freiburg), Prof. Schneider (Linz), Prof. Stutzer (Basle), Prof. Weck-Hannemann (Innsbruck), Prof. Osterloh (Zurich))

SS 08: Seminar „Current Topics in Economic and Financial Policy in Switzerland” (together with Prof. B.S. Frey and Prof. Eichenberger (Freiburg))

WS 06/07: Research Seminar “Management & Economics” (together with Prof. Margit Osterloh and Prof. B.S. Frey, University of Zurich)

SS 06: Seminar „The Swiss Federal System in a Globalized World“ (together with Prof. B.S. Frey and Prof. Eichenberger (Freiburg))

WS 05/06: Lecture “The Rational Choice Approach in the Social Sciences“ (together with Prof. Dr. B.S. Frey)

SS 05: Tutorial „Advanced Microeconomics“ and lecture „Public Choice“ (together with Prof. Dr. B.S. Frey)

Supervision of numerous bachelor and master theses.

ADVANCED TRAINING & STAYS ABROAD

06/09 **Lecture Series “Structural Estimation”**, University of Zurich, Switzerland.
Instructor: Pedro Mira, CEMFI Madrid, Spain.

10/08 **3rd Advanced Sino-German Summer School in Experimental Economics**, Sichuan University, Chengdu, PR China. Instructors: Heike Hennig-Schmidt, Reinhard Selten, Rosemary Nagel, Tang Fangfang, Li Zhu-Yu, Jia Jianmin.

06/08 **ISEO Summer School “Growth, Development, and Sustainability”**, June 21 – June 28, Iseo, Italy. Instructors: Robert Solow, Michael Spence, Thomas Schelling, Richard Layard, Robert Wescott, Dennis Snower, Tito Boeri, Mario Baldassarri, Richard Ernst.

06/08 **Course “Introduction to Law, Economics and Business”** for Doctoral Students and Faculty Members, Study Center Gerzensee: instructor: Robert D. Cooter, University of California, Berkley, School of Law.

06/08 **Lecture Series “Introduction to Bayesian Econometrics”**, University of Zurich, Switzerland. Instructor: Edward Greenberg, Washington University in St. Louis.

09/07 **Lecture series “Causal Inference and Program Evaluation”**, University of Zurich, Switzerland. Instructor: Guido Imbens, Professor of Economics, Harvard University.

08/07 **Guest at Santa Fe Institute**, New Mexico, USA.

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- 02/07 – 03/07 **Guest at Santa Fe Institute**, New Mexico, USA.
- 09/06 **Summer School “Long-term Patterns of Economic Growth”**, organized by German National Academic Foundation. Instructors: Joachim Voth, Universität Pompeu Fabra, Barcelona, Spain and Joerg Baten, University of Tuebingen, Tuebingen, Germany.
- 08/05 **Essex Summer School** in Social Sciences **Data Analysis** and Collection: Logit, Probit & Other Categorical & Limited Dependent Variable Models, University of Essex, UK. Instructor: Osiris Parcero, University of St. Andrews, UK.

REFEREE SERVICE

Journal of Economic Behavior & Organization, Journal of Economics, Journal of Psychology, Journal of Economic Psychology

AWARDS

- since 01/10 **Research Fellow at CREMA**, Center for Research in Economics, Management and the Arts, Basle, Switzerland
- 08/08 **Handelsblatt Fellowship** for 3rd Lindau Nobel Laureates Meeting in Economics
- 11/06 – 04/09 Research scholarship by the **University of Zurich** (Forschungskredit)
- 06/06 – 06/08 Scholarship, **Foundation for the Promotion of Young Academics** (FAN)
- 12/05 – 11/08 PhD Scholarship, **German National Academic Foundation**
- 08/01 – 08/02 Scholarship for the MBA Program of the **Eastern Illinois University**
- since 04/02 Business Honor Society of AACSB **Beta Gamma Sigma**
- 08/01 Scholarship, **Kölner Gymnasial- und Stiftungsfonds**
- 03/01 – 09/04 Scholarship, **German National Academic Foundation**
- 04/99 – 09/04 Scholarship, **Bavarian Foundation for the Promotion of Gifted Students**

PRESS

“Mitarbeiter mit Ruhm und Ehre motivieren” (Rewarding Employees with Fame and Honor) by Olaf Storback, Newspaper Article in Handelsblatt No. 158 August 19, 2009, p.7.

“Mitarbeiter des Monats freut sich” (The Employee of the Month is happy) by Björn Finke; Newspaper article in Süddeutsche Zeitung March 8, 2008, p.31.

“Awards in Switzerland” Interview on radio channel DRS 3, November 14th, 2007: 8:20 a.m.

“Ausgezeichnete Anreize” by Roger Nickl. In: UZH News November 17th, 2006, University of Zurich.

Mannheim, January, 2010