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## Curriculum Vitae

### PERSONAL DATA

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

### CURRENT EMPLOYMENT

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**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

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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 IN REFEREED JOURNALS

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Kosfeld, Michael and Susanne Neckermann (Forthcoming). Getting more work for nothing? Symbolic Awards and Worker Performance. *American Economic Journal: Microeconomics*.

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 (2006). Auszeichnungen: ein vernachlässigter Anreiz (Awards: A Neglected Incentive). *Perspektiven der Wirtschaftspolitik* 7(2): 271 – 284.

### WORKING PAPERS

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Neckermann, Susanne, Cueni, Reto and Bruno S. Frey (2010). Awards at Work, IEW Working Paper 411, University of Zurich.

Frey, Bruno S. and Susanne Neckermann (2010). Awards as Signals. IEW Working Paper 513, University of Zurich.

Neckermann, Susanne and Bruno S. Frey (2008). Awards As Incentives. IEW Working Paper 335, University of Zurich.

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### Curriculum Vitae

- 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.

### OTHER PUBLICATIONS

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- Frey, Bruno S., Alois Stutzer and Susanne Neckermann (forthcoming). Direct Democracy and the Constitution. Alain Marciano (editor): *Constitutional Mythology: A New Perspective on Controlling the State* (Studies in Public Choice). Berlin: Springer.
- Neckermann, Susanne (2009). Of Awards in Companies – An Econometric Assessment of Honor and Recognition as Incentives. Online-Dissertation, University of Zurich.
- Frey, Bruno S., Alois Stutzer and Susanne Neckermann (2009). Der Staat als Glücksmaximierer? *Zeitschrift für Staats- und Europawissenschaften* 7: 724 - 741.
- Frey, Bruno S. and Susanne Neckermann (2009). 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*. RMM Vol 0. Frankfurt: Frankfurt School Verlag, p. 177-182
- Frey, Bruno S. and Susanne Neckermann (2009). Sicherheit, Strafe und positive Alternativen. *DIW Vierteljahresheft "Ökonomie der Sicherheit"* 4: 61 - 72
- 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.
- 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). Knight Fever: People Care For Awards. *VoxEU.org* July 19<sup>th</sup>, 2008, <http://www.voxeu.org/index.php?q=node/1427>.

### INVITED TALKS: CONFERENCES, WORKSHOPS, AND SEMINARS

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- 2010: *Micro Lunch*, University of Chicago, USA; *Annual Congress of the European Economic Association*, Glasgow, UK; *Research Seminar in Applied Microeconomics*, University of Cologne, Germany; *Applied Micro and Organisation Seminar*, Goethe University Frankfurt, Germany; *Sino-German Workshop*, Chengdu, China; *Kolloquium zur Personalökonomie*, University Trier, Germany
- 2009: *IAREP/SABE Joint Conference*, Saint Mary's University, Halifax, Canada; *Spring Meeting of Young Economists*, Marmara University, Istanbul, Turkey; *Annual Meeting of the European Public Choice Society*, Athens, Greece
- 2008: *Human Relations, Reciprocity, and Incentives in the Workplace*, Rotterdam, The Netherlands; *Jahrestagung 2008 Verein für Socialpolitik*, Graz, Austria; *23<sup>rd</sup> Annual Congress of the European Economic Association*, Milan, Italy; *Humanizing the Firm and the Management Profession*, IESE Business School, University of Navarra, Barcelona, Spain; *Corporate Finance Roundtable*, University Zurich, Zurich, Switzerland
- 2007: BGPE Conference *Incentives in Economics*, November 9-10, 2007, Nuremberg, Germany;

### INVITED TALKS: OTHER

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- 2010: *Business Circle 'Round Table'*, Weinheim, Germany;
- 2007: IBM Research Lab *Research Seminar*, Rüschlikon, Switzerland

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## Curriculum Vitae

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### TEACHING EXPERIENCE

Lectures: Personnel Economics (4 hours: lecture and tutorial, Bachelor, 2010); The Rational Choice Approach in the Social Sciences (2005/06, together with Bruno Frey); Public Choice (2005, together with Bruno Frey)

Tutorials: Advanced Microeconomics (2005); Macro I (2003)

Seminars: Current Topics in Economic and Financial Policy in Switzerland (2008, 2009); The Swiss Federal System in a Globalized World (2006)

Teaching for practitioners: Econometrics: An Introduction (Jan, 2010)

Supervision of bachelor and master theses

### RESEARCH SEMINARS AND WORKSHOPS

Organization of workshops: Tinbergen Institute and ZEW Workshop: Social Relations and Incentives in the Workplace (Nov. 2010, Rotterdam)

Organization of research seminars: Applied Economics and Econometrics Seminar, University Mannheim; Political Economy, University of Zurich (2008); Management & Economics, University of Zurich (2006/07)

### RESEARCH STAYS

10/10                    **Visiting Researcher, University of Chicago**, Department of Economics.

02/10                    **Visiting Researcher, University of Chicago**, Department of Economics.

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

02/07 – 03/07        **Guest at Santa Fe Institute**, New Mexico, USA.

### 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**

### PRESS

„A sense of entitlement is all very well- but what about a pay rise“ by Tim Harford. Financial Times. Sept 4, 2010

“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.

Mannheim, November, 2010