

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 -

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:

- “The Hidden Advantage of Delegation: Pareto-improvements in a Gift-exchange Game”
(with Ramón Cobo-Reyes, Natalia Jiménez, Juan Lacomba, and Francisco Lagos;
, **102**, August, 2012, 2358-2379)
- “Groups make Better Self-Interested Decisions” (with Matthias Sutter;
, **26**, Summer, 2012, 157-176)
- “Competition and the Ratchet Effect” (with Peter Kuhn and Marie Claire Villeval;
, **29**, July, 2011, 513-547.
- “Participation” (with Martin Dufwenberg; , **101**, June, 2011,
1211-1237)
- “Trust and Trustworthiness Reputations in an Investment Game” (with Ninghua Du and
Chun-Lei Yang; , **72**, June, 2011, 361-375)
- “Gender Differences in Cooperation with Group Membership” (with Aldo Rustichini;
, **72**, May, 2011, 77-85)
- “On The Conjunction Fallacy in Probability Judgment: New Experimental Evidence
Regarding Linda” (with Edi Karni and Dan Levin; ,
68, March, 2010, 551-556)
- “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, , 35, October, 2007, 129-148)
- “Cooperation and Competition in Intergenerational Experiments in the Field and the Laboratory” (with Marie Claire Villeval; , 99, June, 2009, 956-978)
- “Incentives to Exercise” (with Uri Gneezy; , 77, May, 2009, 909- 931)
- “The Origin of the Winner’s Curse: A Laboratory Study” (with Dan Levin; , 1, February, 2009, 207–236)
- “Pay Inequality, Pay Secrecy, and Effort: Theory and Evidence” (with Peter Kuhn; , 25, October, 2007, 693-724)
- “Bargaining and Network Structure: An Experiment” (with Margarida Corominas-Bosch and Guillaume Fréchette; , 136, September, 2007, 28-65)
- “Group Play in Games and the Role of Consent in Network Formation” (with Matthew Jackson; , 136, September, 2007, 417-445)
- “Individual Behavior and Group Membership” (with Luca Rigotti and Aldo Rustichini, , 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; , 60, August, 2007, 287-306)
- “Promises and Partnership” (with Martin Dufwenberg; , 74, November, 2006, 1579-1601)
- “Expressed Preferences and Behavior in Experimental Games” (with Matthew Rabin; , 53, November, 2005, 151-169)
- “When Optimal Choices Feel Wrong: A Laboratory Study of Bayesian Updating, Complexity, and Affect,” (with Dan Levin; , 95, September, 2005, 1300-1309)
- “Attribution and Reciprocity in an Experimental Labor Market,” , 22, July, 2004, 665-688
- “Understanding Social Preferences with Simple Tests” (with Matthew Rabin; , 117, August, 2002, 817-869)
- “Altruism, Fairness, and Reciprocity in a Gift-Exchange Experiment: An Encompassing Approach” (with Ernan Haruvy; , 40, August, 2002, 203-231)
- “Self-serving Cheap Talk and Credibility: A Test of Aumann’s Conjecture,” , 33, November, 2000, 177-194

Full list of refereed journal publications and accepted papers:

- “A Restaurant Experiment in Charitable Contributions,” (with Tsz Cheung; forthcoming in)
- “The Hidden Advantage of Delegation: Pareto-improvements in a Gift-exchange Game” (with Ramón Cobo-Reyes, Natalia Jiménez, Juan Lacomba, and Francisco Lagos; , 102, August, 2012, 2358-2379)
- “Groups make Better Self-Interested Decisions” (with Matthias Sutter;

- , **12**, March 2012)
- Deterrence, Expected Cost, Uncertainty and Voting: Experimental Evidence” (with Greg DeAngelo; , **44**, February 2012, 73-100)
- “Experimental Methods: Between-subject and Within-subject Design (with Uri Gneezy and Michael Kuhn; , **81**, January, 2012, 1-8)
- “The Strategy versus the Direct-response Method: A First Survey of Experimental Comparisons” (with Jordi Brandts; , **14**, September, 2011, 375-398)
- “Competition and the Ratchet Effect” (with Peter Kuhn and Marie Claire Villeval; , **29**, July, 2011, 513-547)
- “Participation” (with Martin Dufwenberg; , **101**, June, 2011, 1211-1237)
- “Trust and Trustworthiness Reputations in an Investment Game” (with Ninghua Du and Chun-Lei Yang; , **72**, June, 2011, 361-375)
- “Competition, Hidden Information, and Efficiency: An Experiment” (with Antonio Cabrales and Marie Claire Villeval; , **14**, May, 2011, 133-159)
- “Gender Differences in Cooperation with Group Membership” (with Aldo Rustichini; , **72**, May, 2011, 77-85)
- “Field and Online Experiments on Procrastination and Willpower” (with Nicholas Burger and John Lynham; , **77**, March, 2011, 393-404)
- “Optimal Contracts with Team Production and Hidden Information: An Experiment” (with Antonio Cabrales, , **77**, February, 2011, 163-176)
- “When is Employee Retaliation Acceptable at Work? Evidence from Quasi-Experiments” (with David I. Levine, , **49**, October, 2010, 499-523)
- “Bare Promises” (with Martin Dufwenberg; , **107**, May, 2010, 281-283.
- “On The Conjunction Fallacy in Probability Judgment: New Experimental Evidence Regarding Linda” (with Edi Karni and Dan Levin; , **68**

- “The Origin of the Winner’s Curse: A Laboratory Study” (with Dan Levin;
, **1**, February, 2009, 207–236)
- “An Investment Game with Third-party Intervention” (with Ramón Cobo-Reyes and
Natalia Jiménez; , **68**, October,
2008, 18-28)
- “What’s in a Name? Anonymity and Social Distance in Dictator and Ultimatum Games”
(with Uri Gneezy; , **68**, October,
2008, 29-35)
- “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, , **35**, October, 2007, 129-148)
- “Pay Inequality, Pay Secrecy, and Effort: Theory and Evidence” (with Peter Kuhn;
, **25**, October, 2007, 693-724)
- “Forward Induction and Entry Deterrence: An Experiment” (with Jordi Brandts and
Antonio Cabrales; , **33**, October, 2007, 183-209)
- “Bargaining and Network Structure: An Experiment” (with Margarida Corominas-Bosch
and Guillaume Fréchette; , **136**, September, 2007, 28-65)
- “Group Play in Games and the Role of Consent in Network Formation” (with Matthew
Jackson; , **136**, September, 2007, 417-445)
- “Individual Behavior and Group Membership” (with Luca Rigotti and Aldo Rustichini,
, **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;
, **60**, August, 2007, 287-306)
- “Intention and Stochastic Outcomes: An Experimental Study” (with David I. Levine;
, **117**, July, 2007, 1051-1072)
- “Social Distance and Reciprocity: The Internet vs. the Laboratory” (with Ernan Haruvy
and Doron Sonsino; , **63**, May, 2007,
88-103)
- “Promises and Partnership” (with Martin Dufwenberg; , **74**, November,
2006, 1579-1601)
- “Expressed Preferences and Behavior in Experimental Games” (with Matthew Rabin;
, **53**, November, 2005, 151-169)
- “When Optimal Choices Feel Wrong: A Laboratory Study of Bayesian Updating,
Complexity, and Affect,” (with Dan Levin; , **95**,
September, 2005, 1300-1309)
- “Attribution and Reciprocity in an Experimental Labor Market,” (
, **22**, July, 2004, 665-688)
- “Do Labour Market Conditions Affect Gift Exchange? Some Experimental Evidence,”
(with Jordi Brandts; , **114**, July, 2004, 684-708)
- “How Robust is Laboratory Gift Exchange?” (with Guillaume Fréchette and John Kagel;

- “Truth or Consequences: An Experiment” (with Jordi Brandts; , 49, January, 2003, 116-130)
- “Minimum Advertised-Price Policy Rules and Retailer Behavior: An Experiment” (with Kay-Yut Chen; , 32, Sept.-Oct, 2002, 62-73)
- “Understanding Social Preferences with Simple Tests” (with Matthew Rabin; , 117, August, 2002, 817-869)
- “Altruism, Fairness, and Reciprocity in a Gift-Exchange Experiment: An Encompassing Approach” (with Ernan Haruvy; , 40, August, 2002, 203-231)
- “Changes in the Fair Employment Contract: Evidence from a Quasi-Experiment” (with David I. Levine; , 47, April, 2002, 391-405)
- “Relative Payoffs and Happiness: An Experimental Study” (with Brit Grosskopf; , 45, July, 2001, 301-328)
- “Self-serving Cheap Talk and Credibility: A Test of Aumann’s Conjecture,” (, 33, November, 2000, 177-194)
- “Self-serving Biases: Evidence from an Experimental Labor Market” (with Ernan Haruvy; , 15, November, 2000, 655-667)
- “Reputation, Honesty, and Efficiency with Insider Information: An Experiment,” (with Nuno Garoupa; , 9, Summer 2000, 425-451)
- “Responsibility and Effort in an Experimental Labor Market,” (, 42, June 2000, 375-384)
- “Bargaining Efficiency and Screening: An Experimental Investigation,” (), 42, June 2000, 285-304
- “When are Layoffs Acceptable? Evidence from a Quasi-Experiment,” (with David I. Levine; , 53, April 2000, 381-400)
- “Hot vs. Cold: Sequential Responses in Simple Experimental Games,” (with Jordi Brandts; , 2, March 2000, 227-238)

Publications in books:

- “Communication in Bargaining Experiments,” (forthcoming in)
- “Lab Labor: What Can Labor Economists Learn in the Lab?,” (with Peter Kuhn; , February, 2011, 229-330)
- (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 , D. Anderson, ed., JAI Press, 1996

Papers in the review process:

- “Competitive Preferences and Status as an Incentive: Experimental Evidence” (with David Masclet and Marie Claire Villeval; requested revision submitted to)

“Comprehension and Risk Elicitation in the Field: Evidence from Rural Senegal” (with Angelino Viceisza, permitted revision submitted to)
 “An Experiment on Network Games” (with Francesco Feri, Miguel Meléndez-Jiménez, and Matthias Sutter, friendly reject-and-resubmit)
 “Let’s Talk: How Communication Affects Contract Design” (with Jordi Brandts and Matthew Ellman, reject-and-resubmit)
 “Self Confidence and Strategic Deterrence” (with Aldo Rustichini and Jeroen van de Ven, reject-and-resubmit)
 “Ambiguity Attitudes: An Experimental Investigation” (with Edi Karni and Dan Levin)
 “Continuous Time and Communication in a Public-goods Experiment” (with Dan Friedman and Ryan Oprea)
 “Efficiency, Team Building, and Spillover in a Public-goods Game” (with Ramón Cobo-Reyes and Natalia Jiménez)
 “Endogenous Group Formation and Efficiency: An Experimental Study” (with Chun-Lei Yang)
 “Letting Down the Team? Evidence of Social Effects of Team Incentives” (with Philip Babcock, Kelly Bedard, John Hartman, and Heather Royer)
 “Social and Moral Norms in the Laboratory,” (with Arthur Schram)

Working papers

“A Generalized Winner’s Curse: An Experimental Investigation” (with Dan Levin and David Schmeidler)
 “Incentives to Exercise Revisited,” (with Uri Gneezy)

FELLOWSHIPS & GRANTS

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

Associate Editor,		, November, 2011-
Advisory Editor,		, June, 2011 -
Associate Editor,		October, 2009 -
Editorial Board,		December, 2006 -
Editorial Board,		, January, 2006 -
Editorial Board,		, May, 2005 -
Guest Editor,		, August, 2010
Ad-Hoc Editor,		, February, 2011 -
NSF Panelist,	Human and Social Dynamics,	June, 2004
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	

Science Fund (4), Autonomous Province of Bolzano - South Tyrol, the Canadian Social Sciences and Humanities Research Council, the European Research Council, the Israel Science Foundation (2), the Swiss National Science Foundation (2), the UK Economic Social and Research Council, and the U.S. National Science Foundation (21)

INVITED CONFERENCES

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
 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
 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
 ()
 International Meeting on Experimental and Behavioral Economics, Bilbao, Spain, April, 2010 ()
 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
 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

 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

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