

Curriculum Vitae

PROF. DR. ANASTASIA DANILOV

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RESEARCH INTERESTS

Incentives, unethical behavior, social norms, leadership, delegation, labor market matching frictions, experimental economics, digital HR tools

ACADEMIC EXPERIENCE

- 09/2023 – 03/2024 Deputy Professor
Chair of Work, Personnel, and Organization
University of Duisburg-Essen
- Since 04/2019 Assistant Professor (W1)
Chair of Organizational Economics – Future of Work
Humboldt-Universität zu Berlin and Einstein Center Digital Future
- 07/2014 – 02/2019 Postdoctoral researcher (Prof. Dr. Bernd Irlenbusch)
Chair of Corporate Development and Business Ethics
University of Cologne
- 09/2015 – 04/2017 Parental leave
Joshua Friedrich Birkhoff
- 10/2013 – 06/2014 Teaching and research assistant (Prof. Dr. Bernd Irlenbusch)
Chair of Corporate Development and Business Ethics
University of Cologne
- 02/2012 – 06/2012 Visiting PhD student (Prof. Uri Gneezy, PhD)
University of California San Diego
- 12/2008 – 09/2013 PhD candidate (Prof. Dr. Dirk Sliwka)
Chair of Personnel Economics and Human Resource Management
University of Cologne

INSTITUTIONAL SERVICES

- Since 05/2021 Board member and women's representative
Collaborative Research Center Transregio 'Rationality and Competition'
- Since 04/2021 Academic faculty member
Berlin School of Economics (former Berlin Doctoral Program in Economics and Management Science)
- 06/2021 – 05/2023 Board member and representative of area 'Digital Industry and Services'
Einstein Center Digital Future
- Since 06/2017 Board member
Ev. Krankenhausverein 1898 e.V. zu Köln

EDUCATION

- 12/2008 – 06/2014 Dr. rer. pol. (equiv. PhD) in economics and social sciences (summa cum laude)
University of Cologne

09/2003 – 12/2008	Diploma in business administration, with majors in personnel economics, finance, and statistics <i>University of Cologne</i>
08/2007 – 12/2008	CEMS Master of International Management <i>Copenhagen Business School and University of Cologne</i>
02/2001 – 07/2003	Higher education entrance qualification (Hochschulreife) <i>Westphalia-College Dortmund</i>
09/1998 – 06/1999	Undergraduate studies in management and marketing <i>National Technical University of Ukraine</i>
06/1998	High-school degree <i>Kyiv</i>

GRANTS, AWARDS AND SCHOLARSHIPS

2021 – 2024	Co-PI for Collaborative Research Center Transregio ‘Rationality and Competition’ in the 2 nd funding period for the sub-project on ‘Incentives, Leadership, and Work Organization’ funded by the German Research Foundation (DFG) <i>Total grant volume: ~12 Mio. €, Sub-project volume: ~700.000€</i>
2020 – 2022	Research project ‘Digitalization and Tunisian Labor Market’ funded by the Federal Ministry for Economic Cooperation and Development (BMZ) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) <i>Project volume: ~320.000€</i>
2018	C-SEB visitors grant for a research stay abroad (unclaimed)
2015	Winner of the Best Paper Award in Labor Economics from UniCredit & Universities Foundation, 2.000€
2015	C-SEB seed corn grant, 4.900€
2014 – 2018	Member of the research unit ‘Design & Behavior’ and C-SEB (Center of Social and Economic behavior), both funded by the German Research Foundation (DFG)
2006 – 2008	Scholarship from the Evangelisches Studienwerk Villigst

PEER-REVIEWED PUBLICATIONS

- Chugunova, M., Danilov, A. (2023). Use of digital technologies for HR management in Germany: Survey evidence. *CESifo Economic Studies*, 69(2): 69–90. <https://doi.org/10.1093/cesifo/ifad005>
- Baumann J., Danilov A., Stavrova O. (2023). Self-control and performance while working from home. *PLoS ONE* 18(4): e0282862. <https://doi.org/10.1371/journal.pone.0282862>
- Danilov, A., Khalmetski, K., Sliwka, D. (2021). Descriptive norms and guilt aversion. *Journal of Economic Behavior & Organization*, 191: 293–311. <https://doi.org/10.1016/j.jebo.2021.09.002>
- Rilke, R. M., Danilov, A., Weisel, O., Shalvi, S., Irlenbusch, B. (2021). When leading by example leads to less corrupt collaboration. *Journal of Economic Behavior & Organization*, 188: 288–306. <https://doi.org/10.1016/j.jebo.2021.05.007>
- Seres, G., Balleyer, A., Cerutti, N., Danilov, A., Friedrichsen, J., Süer, M. (2021). Face masks increase compliance with physical distancing recommendations during the COVID-19 pandemic. *Journal of the Economic Science Association*, 7(2): 139–158. <https://doi.org/10.1007/s40881-021-00108-6>

- Danilov, A., Irlenbusch, B., Harbring, C. (2019). Helping under a combination of team and tournament incentives. *Journal of Economic Behavior & Organization*, 162: 120–135. <https://doi.org/10.1016/j.jebo.2019.03.013>
- Danilov, A., Sliwka, D. (2017). Can contracts signal social norms? Experimental evidence. *Management Science*, 63: 459–476. <http://dx.doi.org/10.1287/mnsc.2015.2336>
- Danilov, A., Vogelsang, T. (2016). Time for helping. *Journal of the Economic Science Association*, 2: 36–47. <http://dx.doi.org/10.1007/s40881-015-0020-4>
- Danilov, A., Biemann, T., Kring, T., Sliwka, D. (2013). The dark side of team incentives: Experimental evidence on advice quality from financial service professionals. *Journal of Economic Behavior & Organization*, 93: 266–272. <http://dx.doi.org/10.1016/j.jebo.2013.03.012>

MANUSCRIPTS UNDER REVISION

- Chowdhury, S. M., Danilov, A., Kocher, M. (2023). The lifecycle of affirmative action policies and its effect on effort and sabotage behavior. Available as CESifo Working Paper No. 10501 at <https://www.cesifo.org/node/76187>
- Baumann, J., Danilov, A., Firpo, T., Teubner, T. (2022). Digital skills in emerging economies: Evidence from Tunisian online job postings. Available at <https://bit.ly/3fdi86S> and supplementary materials are available at <https://bit.ly/3yheIYy>. Under revision.

MANUSCRIPTS IN PREPARATION

- Danilov, A., Chowdhury, S. M. (2024). Performance bias in digital crowdsourcing tournaments: An experimental analysis.
- Danilov, A., Han, Y., Liu, Y. (2024). ‘Agile’ management and productivity: Empirical evidence from a large Chinese enterprise.
- Danilov, A., Firpo, T., Niemann, L. (2023). The value of AI skills in CVs: Evidence from an audit experiment.
- Danilov, A., Hong J. Y., Schöttner, A. (2023). Strategic use of unfriendly leadership and labor market competition: An experimental analysis.

ONGOING PROJECTS

- Nursing staff floor and patient outcomes
- AI-based tools and job placement success: A randomized controlled trial with refugees

OTHER DISCUSSION AND WORKING PAPERS

- Amri, I., Danilov, A., Hesse, M., Teubner, T. (2021). Understanding platform economy in developing countries: The case of Tunisia. Mimeo, available upon request.
- Danilov, A., Saccardo, S. (2017). Discrimination in disguise. Mimeo, available upon request.
- Danilov, A., Irlenbusch, B., Harbring, C. (2014). Helping in teams. IZA Discussion Paper No. 8797 CESifo Working Paper No. 6999. Available at <https://www.iza.org/de/publications/dp/8707/helping-in-teams>, a significantly revised and updated version was published at *Journal of Economic Behavior & Organization*

Danilov, A., Irlenbusch, B., Sliwka, D. (2014). Dynamic goal attainment – A formal model and experimental evidence. Available at <http://dx.doi.org/10.13140/RG.2.2.27437.69602>, revision was requested at *Games and Economic Behavior* and postponed due to parental leave. Resubmission is planned to be done soon.

CONFERENCES AND PROCEEDINGS

Rilke, R. M., Danilov, A., Irlenbusch, B., Weisel, O., Shalvi, S. (2018). The honest leader effect – How hierarchies affect honesty in groups. *Academy of Management Proceedings*, 2018(1), 10365, available at <https://doi.org/10.5465/ambpp.2018.10365abstract>

BOOK CHAPTERS

Danilov, A., Henn, A., Sliwka, D., Weckmüller, H. (2013). ‘Unternehmensdatensätze verknüpfen, personenbezogene Daten schützen: Projektbeispiel Effective Leadership’ in Heiko Weckmüller (Ed.), *Exzellenz im Personalmanagement* (pp. 253-262). Freiburg: Haufe Lexware Verlag

IN THE MEDIA

Wellnitz, J. (2021, May 28). Nachgefragt bei... Anastasia Danilov. Human Resources Manager, available at <https://www.humanresourcesmanager.de/news/nachgefragt-bei-anastasia-danilov.html>

Keynote at the Federal Press Office (Berlin) on ‘Artificial Intelligence and Future of Work’ in January 2020

Keynote at the Tagesspiegel (Berlin) and the Federal Association of Small and Medium-sized Businesses on ‘Future of Work’ in March 2020

Founder and owner of the website digital-economics.de presenting and discussing a scientific articles about the impact of digital technologies on employment, organizations and society.

CONFERENCES, WORKSHOPS, TALKS AND INVITED SEMINARS (2020-2023)

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| 2023 | Connect AI Berlin: Advancing AI Research and Societal Impact (Berlin)
25 th Colloquium of Personnel Economics |
| 2022 | 26 th Annual Conference Society for Institutional and Organizational Economics (Toronto, Canada)
European Meeting of Economic Science Association (Bologna, Italy)
Seminar presentation at the University of Cologne |
| 2021 | ECDF-Industry Forum (online)
Keynote at Transfer Week Berlin Brandenburg on ‘Zukunft der (Personal-) Arbeit: Wie verändert sich die Organisation der Arbeit und wie gehen Unternehmen damit um?’ (online) |
| 2020 | Keynote at the Federal Press Office on ‘Artificial Intelligence and Future of Work’ (Berlin)
Keynote at the Tagesspiegel and the Federal Association of Small and Medium-sized Businesses on ‘Future of Work’ (Berlin)
Reading Experimental and Behavioral Economics Workshop (online)
IAAEU Workshop on ‘Organizations, Incentives and Performance Pay’ (online)
Seminar talk at Vienna Center for Experimental Economics (online) |

AFFILIATIONS AND MEMBERSHIPS

Berlin Centre for Consumer Policies, Berlin School of Economics (former BDPEMS), Committee for Organizational Economics – Verein für Socialpolitik, Economic Science Association, Einstein Center Digital Future, German Association for Experimental Economic Research e.V., Verein für Socialpolitik

REFEREEING SERVICES

Econometrica, European Economic Review, Experimental Economics, Games and Economic Behavior, Journal of Behavior & Experimental Economics, Journal of Economic Behavior & Organization, Journal of European Science Association, Management Science, Quantitative Economics

TEACHING EXPERIENCE

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| 2023 | <i>Lecture and tutorial</i> ‘Human Ressource Management’ (undergraduate level)
<i>Lecture and tutorial</i> ‘Corporate Development / Unternehmensführung’ (undergraduate level) |
| 2020 | <i>Guest lecture</i> on Future of Work in the lecture series ‘Digital Future’ at the Technische Universität Berlin (open to all levels) |
| Since 2019 | <i>Research seminar</i> ‘Advanced Topics in Management: Leadership in Innovative Organizations’ (graduate level)
<i>Research seminar</i> ‘Empirical Studies in Personnel and Organizational Economics’ (undergraduate level)
<i>Lecture and tutorial</i> ‘Empirical Evaluation of Human Resource Management Practices’ (undergraduate level) |
| 2018 | <i>Research seminar</i> ‘Behavioral Ethics’ (graduate level, PhD) |
| 2017 | <i>Lecture</i> ‘Business Ethics and Continental Philosophy’ (graduate level)
<i>Tutorial</i> ‘Business Ethics’ (undergraduate level) |
| 2015 | <i>Business project</i> ‘Compliance Culture Check’ at <i>Concern GmbH</i> (graduate level)
<i>Research seminar</i> ‘Corporate Development’ (undergraduate level) |
| 2014 | <i>Research seminar</i> ‘Corporate Development’ (undergraduate level)
<i>Tutorial</i> ‘Advanced Business Ethics’ (graduate level) |
| 2013 | <i>Tutorial</i> ‘Advanced Business Ethics’ (graduate level)
<i>Tutorial</i> ‘Economics of Incentives’ (graduate level) |
| 2011 | <i>Lecture</i> ‘International Human Resource Management’ (graduate level)
<i>Tutorial</i> ‘Personnel Resources and Organizations’ (undergraduate level) |
| 2010 | <i>Business project</i> ‘Development of HR departments as a result of company’s economic development’ at <i>Trust Management Consulting GmbH</i> (graduate level)
<i>Research seminar</i> ‘Empirical Studies in Human Resource Management’ (graduate level)
<i>Research seminar</i> on ‘Field Studies in Personnel Economics’ (graduate level) |
| 2009 | <i>Business project</i> ‘Digital HR Profiles’ at <i>GE Capital</i> (graduate level)
<i>Research seminar</i> ‘Evaluation of HRM Instruments’ (graduate level)
<i>Tutorial</i> ‘Human Resource Management’ (undergraduate level) |

OTHER PROFESSIONAL EXPERIENCE

01/2017 – 03/2017	Consultant at <i>Concern GmbH</i> , Cologne <i>Corporate governance, social responsibility and sustainability consulting</i>
08/2008 – 10/2008	Project consultant at <i>Falck A/S</i> , Copenhagen <i>Healthcare, safety and emergency assistance</i>
03/2007 – 05/2007	Intern in HR Management at <i>Henkel KGaA</i> , Düsseldorf <i>Chemical and consumer goods</i>
02/2006 – 04/2006	Intern at <i>Towers Perrin HR Services</i> , Frankfurt am Main <i>HR consulting</i>

OTHER SKILLS

Languages	German (fluent), English (fluent), Ukrainian (fluent), Russian (native)
IT-Skills	HTML, LaTeX, MS Office, Pascal, Python, SPSS, Stata, Visual Basic, zTree

Cologne, December 27, 2023