

Curriculum Vitae

PROF. DR. ANASTASIA DANILOV

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NATIONALITY

German, Ukrainian

RESEARCH INTERESTS

Behavioral, organizational, and personnel economics:
Incentive contracts, leadership, social norms, ethical behavior

ACADEMIC EXPERIENCE

Since 04/2019	Assistant Professor (W1) Organisational Economics – Future of Work Humboldt-Universität zu Berlin and Einstein Center Digital Future
07/2014 – 02/2019	Postdoctoral Researcher Seminar of Corporate Development and Business Ethics University of Cologne
09/2015 – 04/2017	Parental leave
10/2013 – 06/2014	Research Assistant Seminar of Corporate Development and Business Ethics University of Cologne
02/2012 – 06/2012	Visiting PhD Student University of California San Diego
12/2008 – 09/2013	Research Assistant Seminar of Personnel Economics and Human Resource Management University of Cologne

BUSINESS EXPERIENCE

01/2017 – 03/2017	Concern GmbH, Corporate Governance, Responsibility and Sustainability Consulting, Cologne
08/2008 – 10/2008	Falck A/S, Emergency Service Provider, Copenhagen
03/2007 – 05/2007	Henkel KGaA, Düsseldorf
02/2006 – 04/2006	Towers Perrin, HR Consulting, Frankfurt am Main

EDUCATION

- 06/2014 PhD in Economics and Social Sciences (summa cum laude)
University of Cologne (Prof. Dirk Sliwka)
- 12/2008 Diploma in Business Administration
University of Cologne
Majors: Personnel economics, finance, and statistics
- 12/2008 CEMS Master of International Management
Exchange University: Copenhagen Business School
- 07/2003 Higher Education Entrance Qualification (Abitur), Westphalia-College,
Dortmund, Germany (GPA: 1.0)

PUBLICATIONS

- 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 REVIEW

- Seres, G., Balleyer, A., Cerutti, N., Danilov, A., Friedrichsen, J., Sürer, M. (2020) ‘Face Masks Increase Compliance with Physical Distancing Recommendations During the COVID-19 Pandemic.’, under review at the *Journal of the Economic Science Association*, available at <https://rationality-and-competition.de/wp-content/uploads/2020/08/253.pdf>
- Danilov, A., Irlenbusch, B., Rilke, R. M., Shalvi, S., Weisel, O. (2019). ‘When leading by example leads to less corrupt collaboration’, revise & resubmit at the *Journal of Economic Behavior & Organization*, available upon request
- Danilov, A., Khalmetski, K., Sliwka, D. (2018). ‘Descriptive norms and guilt aversion’, under review in the *Review of Economics and Statistics*, prior version available as CESifo Working Paper No. 6999, https://www.cesifo-group.de/DocDL/cesifo1_wp6999.pdf
- Danilov, A., Irlenbusch, B., Sliwka, D. (2014). ‘Dynamic goal attainment – A formal model and experimental evidence’, revise & resubmit at the *Games and Economic Behavior*, available at <http://dx.doi.org/10.13140/RG.2.2.27437.69602>

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

AWAITING SUBMISSION

Danilov, A., Chowdhury, S. M., Kocher, M. ‘Affirmative action policies and behavior in promotional tournaments: An experiment’

Danilov, A., Saccardo, S. ‘Discrimination in disguise’, available upon request

WORK IN PROGRESS

‘AI and workforce selection’ with Marina Chugunova (Max-Planck Institute for Innovation and Competition)

‘Affirmative action and unethical behavior’ with Subhasish M. Chowdhury (University of Bath)

‘Do worker rents lead to unfriendly leadership?’ with Anja Schöttner (HU Berlin)

‘Upfront communication and wage-irrelevant goals in online labor markets’ with Anja Schöttner (HU Berlin) and Petra Nieken (KIT)

‘Digitalization and Tunisian labor market’ with Teo Firpo (TU Berlin), Timm Teubner (TU Berlin)

‘Gender discrimination in negotiations’

REFEREEING

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

GRANTS, AWARDS AND SCHOLARSHIPS

2020 – 2022	Research project ‘Digitalization and Tunisian Labor Market’ funded by GIZ (320.000€)
Under review	Co-PI for CRC 190 ‘Rationality and Competition’ in the 2 nd funding period for the sub-project on Leadership, Incentives and Work Organization (700.000€)
2019 – present	Research funds provided by Einstein Center Digital Future (75.000€ p.a.)
2018	C-SEB visitors grant for a research stay abroad
2015	Winner of the Best Paper Award in Labor Economics from UniCredit & Universities Foundation (2.000€)
2015	C-SEB seedcorn grant (4.900€)
2014 – 2018	Member of the Research Unit „Design & Behavior“ financed by the German Research Foundation DFG (Project: The Design of Incentive Schemes in Firms)
2006 – 2008	Scholarship from the Evangelisches Studienwerk Villigst

TEACHING EXPERIENCE

2019, 2020	Research seminar ‘Advanced Topics in Management: Leadership in Innovative Organizations’ (graduate level) Research seminar ‘Empirical Studies in Personnel and Organizational Economics’ (undergraduate level) Lecture and tutorial ‘Empirical Evaluation of Human Resource Management Practices’ (undergraduate level)
2018	Research seminar ‘Behavioral Ethics’ (graduate level, PhD)
2017	Lecture ‘Business Ethics and Continental Philosophy’ (graduate level) Tutorial ‘Business Ethics’ (undergraduate level)
2015	Business project ‘Compliance Culture Check’ at concern GmbH (graduate level) Research seminar ‘Corporate Development’ (undergraduate level)
2014	Research seminar ‘Corporate Development’ (undergraduate level) Tutorial ‘Advanced Business Ethics’ (graduate level)
2013	Tutorial ‘Advanced Business Ethics’ (graduate level) Tutorial ‘Incentives in Organizations’ (graduate level)
2011	Lecture ‘International Human Resource Management’ (graduate level) Tutorial ‘Personnel Resources and Organizations’ (undergraduate level)
2010	Business project ‘Development of HR departments as a result of company’s economic development’ at Trust Management Consulting GmbH (graduate level) Research seminar ‘Empirical Studies in Human Resource Management’ (graduate level) Research seminar on ‘Field Studies in Personnel Economics’ (graduate level)
2009	Business project ‘Digital HR profiles’ at GE Capital (graduate level) Research seminar ‘Evaluation of HRM Instruments’ (graduate level) Tutorial ‘Human Resource Management’ (undergraduate level)

CONFERENCES, WORKSHOPS, TALKS AND INVITED SEMINARS

2020	A keynote speaker at the discussion event organized by the Federal Press Office on ‘Artificial Intelligence and Future of Work’ A keynote speaker at the event organized by the Tagesspiegel and the Federal Association of Small and Medium-sized Businesses on ‘Future of Work’
2019	The 1 st CoCoLab Workshop (Nice, France), M-BEES (Maastricht, Netherlands), Annual Meeting of Committee of Organizational Economics (Berlin), Innovation Growth Lab 2019 Global Conference (Berlin)
2018	The Micro and Macro Foundations of Conflict (Bath, UK), 11 th M-BEES and 4 th M-BEPS (Maastricht, Netherlands), 4 th Annual Early Career Behavioral Economics Conference (Bergen, Norway), ESA World Meeting (Berlin), Organizations and Markets Workshop in Honor of Vernon Smith (Dijon, France)

- 2015 Contests: Theory and Evidence Conference (Norwich, UK), Brown Bag Seminar (Department of Economics, University of Innsbruck, Austria)
- 2014 Spring School in Behavioral Economics (San Diego, USA), CEBID Conference “Taxation, Social Norms and Compliance” (Nuremberg), IMEBES (Oxford, UK), London Experimental Workshop at the Middlesex University (London, UK)
- 2013 16th Colloquium on Personnel Economics (Tubingen), GfeW Meeting (Magdeburg)
- 2012 Deception, Incentives and Behavior Conference (San Diego, USA), ESA World Meeting (New York, USA), ESA North-American Meeting (Tucson, USA), XI Tilburg Symposium on Psychology and Economics (Tilburg, Netherlands)
- 2011 IMEBE (Barcelona, Spain), X Tilburg Symposium on Psychology and Economics (Tilburg, Netherlands), 14th Colloquium on Personnel Economics (Zurich, Switzerland), 23rd Annual Conference of the European Association of Labour Economics (Pafos, Cyprus)
- 2010 ESA World Meeting (Copenhagen, Denmark), Summer School on “Incentives and Behavioral Economics” by U. Gneezy and E. Winter (Bronnbach), 5th Alhambra Experimental Workshop (Granada, Spain), 13th Colloquium on Personnel Economics (Trier)
- 2009 ESA European Meeting (Innsbruck, Austria), GfeW Meeting (Essen)

MEMBERSHIPS

Einstein Center Digital Future, Economic Science Association, Verein für Sozialpolitik, Committee for Organizational Economics - Vereins für Sozialpolitik, Berlin Centre for Consumer Policies

FURTHER SKILLS

Languages German (fluent), English (fluent), Russian (native), Ukrainian (native)

IT-Skills Eview, HTML, LaTeX, MS Office. Pascal, Python, R, Stata, SPSS, Visual Basic, zTree

Berlin, October 15, 2020