

Bernd Irlenbusch

Curriculum Vitae
(May 2023)

Professor of Corporate Development and Business Ethics
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Fields of Research:

Experimental Economics, Business Ethics, Organisational Economics, Personnel Economics

Employment

2010- University of Cologne, Full Professor
2005-2010 London School of Economics, Reader (tenured)
2004-2005 London School of Economics, Lecturer (non-tenured)
2000-2004 University of Erfurt, Assistant Professor (non-tenured)
1995-1999 University of Bonn, Junior Researcher (non-tenured)

Visiting Positions

2016 Harvard University, Visiting Scholar
2008 Max Planck Institute for Research on Collective Goods, Bonn

Education

2004 Habilitation, Venia Legendi in Economics, University of Erfurt
2000 Dr. rer pol., University of Bonn
1996 Diplom Kaufmann, FernUniversität Hagen
1994 Diplom Volkswirt, University of Bonn
1992 Diplom Informatiker, University of Bonn

Grants and Awards

- 2019- Principal Investigator, “ECONtribute: Markets and Public Policy” Cluster funded by the Germany’s Excellence Strategy EXC 2126/1-390838866
- 2015- Principal Investigator, Center for Social and Economic Behavior, University Cologne (C-SEB)
- 2011-2018 Principal Investigator, DFG Research Group “Design & Behavior”, FOR1371
- 2005-2008 DFG Projekt RO3071/1-2: “Experimentelle Untersuchungen zur Entstehung und Entwicklung von Institutionen zur Überwindung sozialer Dilemmata“ with Bettina Rockenbach, Uni Erfurt
- 2003-2008 DFG Projekt IR43/1-1: “Experimente zu Anreizen in Organisationen“ with Matthias Kräkel, Uni Bonn and Dirk Sliwka, Uni Köln
- 2001-2003 DFG Projekt KR2077/2-1: “Experimentelle Studien zu Entlohnungsschemata“ with Matthias Kräkel, Uni Bonn and Reinhard Selten, Uni Bonn
- 2002 Heinz-Sauermann Dissertation Prize 2000-2001
- 1988-1992 Scholarship Cusanuswerk

Professional Services and Affiliations

- Member of Scientific Advisory Board: BCM (German Association of Compliance Managers)
- Member of Editorial Boards: *Business Research*, *Review of Managerial Science*
- Member of American Economic Association, Verein für Socialpolitik, GfEW
- Research Fellow IZA, Bonn

Refereeing

American Economic Review, Business Review, Central European Journal of Operations Research, Die Betriebswirtschaft, Econometrica, Economica, Economic Inquiry, Economic Journal, Empirical Economics, European Economic Review, European Journal of Law and Economics, Experimental Economics, Games and Economic Behavior, German Economic Review, International Review of Law and Economics, Journal of Economic Behavior and Organization, Journal of Economic Psychology, Journal of Economics and Statistics, Journal of the European Economic Association, Journal of Institutional and Theoretical Economics, Journal of Labor Economics, Journal of Law, Economics and Organization, Journal of Management Studies, Journal of Political Economy, Journal of Public Economics, Nature, Managerial and Decision Economics, Management Science, Quarterly Journal of Economics, Review of Economic Studies, Review of Managerial Science, Schmalenbach Business Review, Zeitschrift für Betriebswirtschaft, Zeitschrift für Personalforschung, Zeitschrift für Wirtschafts- und Unternehmensethik, DFG, ESF, ESRC, NSF

Publications (ORCID 2-3433-2826)

a) Peer-reviewed Publications

Dorough, Angela Rachael, Nils Köbis, Bernd Irlenbusch, Shaul Shalvi, Andreas Glöckner (2023) Conditional Bribery: Insights from Incentivized Experiments across 18 Nations. *Proceedings of the National Academy of Science* 120(18), e2209731120.

Rilke, Rainer M., Anastasia Danilov, Ori Weisel, Shaul Shalvi, Bernd Irlenbusch (2021) When Leading by Example Leads to Less Corrupt Collaboration. *Journal of Economic Behavior and Organization* 188, 288-306.

Grözinger, Nicola, Bernd Irlenbusch, Katharina Laske, Marina Schröder (2020). Innovation and Communication Media in Virtual Teams—An Experimental Study. *Journal of Economic Behavior and Organization* 180, 201-218.

Irlenbusch, Bernd, Thomas Mussweiler, David J. Saxler, Shaul Shalvi, Alexa Weiss (2020). Similarity Increases Collaborative Cheating. *Journal of Economic Behavior and Organization*, 178, 148-173.

Irlenbusch, Bernd, Rainer M. Rilke, Gari Walkowitz (2019). Designing Feedback in Voluntary Contribution Games: The Role of Transparency. *Experimental Economics*, 22(2), 552–576.

Danilov, Anastasia, Christine Harbring, Bernd Irlenbusch (2019). Helping Under a Combination of Team and Tournament Incentives. *Journal of Economic Behavior and Organization*, 162, 120-135.

Irlenbusch, Bernd, David J. Saxler (2019). The Role of Social Information, Market Framing, and Diffusion of Responsibility as Determinants of Socially Responsible Behavior. *Journal of Behavioral and Experimental Economics*, 80, 141-161.

Bodenschatz, Anja, Bernd Irlenbusch (2019). Do Two Bribe Less than One? – An Experimental Study on the Four-Eyes-Principle. *Applied Economics Letters*, 26(3), 191-195.

Gürerk, Özgür, Bernd Irlenbusch, Bettina Rockenbach (2018). Endogenously Emerging Gender Pay Gap in an Experimental Teamwork Setting. *Games*, 9(4), 98, 1-19.

Hennig-Schmidt, Heike, Bernd Irlenbusch, Rainer M. Rilke, Gari Walkowitz (2018). Asymmetric Outside Options in Ultimatum Bargaining: A Systematic Analysis. *International Journal of Game Theory*, 47(301)–329.

Conrads, Julian, Bernd Irlenbusch, Rainer M. Rilke, Tommaso Reggiani, Dirk Sliwka (2016). How to Hire Helpers? *Experimental Economics*, 19, 577-594.

Conrads, Julian, Mischa Ellenberger, Bernd Irlenbusch, Elia, Nora Ohms, Rainer Michael Rilke, Gari Walkowitz (2016). Team goal incentives and individual lying behavior. *Die Betriebswirtschaft* 76(1), 103-123.

Hartig, Björn, Bernd Irlenbusch, Felix Kölle (2015). Conditioning on what? Heterogeneous contributions and conditional cooperation. *Journal of Behavioral and Experimental Economics*, 55, 48-64.

Irlenbusch, Bernd, Marie Claire Villeval (2015). Behavioral Ethics: How Psychology influenced Economics and how Economics might inform Psychology? *Current Opinion in Psychology*, 6, 87-92.

Engel, Christoph, Heike Hennig-Schmidt, Bernd Irlenbusch, Sebastian Kube (2015). On Probation: An Experimental Analysis. *Journal of Empirical Legal Studies*, 12(2), 252-288.

Güerker, Özgür, Bernd Irlenbusch, Bettina Rockenbach (2014). On Cooperation in Open Communities. *Journal of Public Economics*, 120, 220-230.

Lönnqvist, Jan-Erik, Bernd Irlenbusch, Gari Walkowitz (2014). Moral hypocrisy: impression management or self-deception? *Journal of Experimental Social Psychology*, 55, 53-62.

Conrads, Julian, Bernd Irlenbusch, Rainer M. Rilke, Anne Schielke, Gari Walkowitz (2014). Honesty in Tournaments. *Economic Letters*, 123, 90-93.

Beckenkamp Michael, Christoph Engel, Andreas Glöckner, Bernd Irlenbusch, Heike Hennig-Schmidt, Sebastian Kube, Michael Kurschilgen, Alexander Morell, Andreas Nicklisch, Hans-Theo Normann, Emanuel Vahid Towfigh (2014). First Impressions are More Important than Early Intervention. Qualifying Broken Windows Theory in the Lab. *International Review of Law and Economics*, 37, 126-136.

Irlenbusch, Bernd, Alben Neschen (2014). Zur Bedeutung der Experimentellen Wirtschaftsforschung für die Wirtschaftsethik - Dargestellt an Beiträgen zur Korruptionsforschung. *Zeitschrift für Wirtschafts- und Unternehmensethik* 15(3), 303-318.

Irlenbusch, Bernd, Janna Ter Meer (2013). Fooling the Nice Guys: Explaining Receiver Credulity in a Public Good Game with Lying and Punishment. *Journal of Economic Behavior and Organization*, 93, 321-327.

Conrads, Julian, Bernd Irlenbusch (2013). Strategic Ignorance in Ultimatum Bargaining. *Journal of Economic Behavior and Organization*, 92, 104-115.

Conrads, Julian, Bernd Irlenbusch, Rainer M. Rilke, Gari Walkowitz (2013). Lying and Team Incentives. *Journal of Economic Psychology*, 34, 1-7.

Fahr, René, and Bernd Irlenbusch (2011). Who Follows the Crowd – Groups or Individuals? *Journal of Economic Behavior and Organization*, 80, 200-209.

Harbring, Christine, and Bernd Irlenbusch (2011). Sabotage in Tournaments: Evidence from a Laboratory Experiment. *Management Science*, 57, 611-627.

Glöckner, Andreas, Bernd Irlenbusch, Sebastian Kube, Andreas Nicklisch, and Hans-Theo Normann (2011). Leading with(out) Sacrifice? A Public-Goods Experiment with a Privileged Player. *Economic Inquiry*, 49(2), 591-597.

Feri, Francesco, Bernd Irlenbusch, and Matthias Sutter (2010). Efficiency Gains from Team-Based Coordination - Large Scale Experimental Evidence. *American Economic Review*, 100, 1892-1912.

Güerker, Özgür, Bernd Irlenbusch, and Bettina Rockenbach (2009). Motivating Teammates: The Leader's Choice of Positive and Negative Incentives. *Journal of Economic Psychology*, 30, 591-607.

Fahr, René, and Bernd Irlenbusch (2008). Identifying Personality Traits to Enhance Trust between Organisations: An Experimental Approach. *Managerial and Decision Economics*, 29, 469-487.

Harbring, Christine, and Bernd Irlenbusch (2008). How Many Winners are Good to Have? On Tournaments with Sabotage. *Journal of Economic Behavior and Organization*, 65, 682-702.

- Irlenbusch, Bernd, and Gabriele K. Ruchala (2008). Relative Rewards within Team-Based Compensation. *Labour Economics*, 15, 141-167.
- Borges, Georg, and Bernd Irlenbusch (2007). Fairness Crowded Out by Law: An Experimental Study on Withdrawal Rights. *Journal of Institutional and Theoretical Economics*, 163, 84-101.
- Harbring, Christine, and Bernd Irlenbusch (2007). Verhandlungen über Lohndifferentiale – Einsichten aus einem Experiment mit Kommunikation. *Die Betriebswirtschaft*, 67, 201-223.
- Harbring, Christine, Bernd Irlenbusch, Matthias Kräkel, and Reinhard Selten (2007). Sabotage in Asymmetric Contests – An Experimental Analysis. *International Journal of the Economics of Business*, 14, 201-223.
- Abbink, Klaus, Bernd Irlenbusch, and Elke Renner (2006). Group Size and Social Ties in an Experimental Microfinance Game. *Economic Inquiry*, 44(4), 614-628.
- Abbink, Klaus, Bernd Irlenbusch, and Elke Renner (2006). Interest Rates in Group Lending: A Behavioural Investigation. *Pacific Economic Review*, 11(2), 185-199.
- Gürek, Özgür, Bernd Irlenbusch, and Bettina Rockenbach (2006). The Competitive Advantage of Sanctioning Institutions. *Science*, 312, 108-111.
- Irlenbusch, Bernd (2006). Are Non-Binding Contracts Really Not Worth the Paper? *Managerial and Decision Economics*, 27, 21-40.
- Irlenbusch, Bernd (2006). Experimental Perspectives on Incentives in Organisations. *Central European Journal of Operations Research*, 14(1), 1-24.
- Irlenbusch, Bernd, and Dirk Sliwka (2006). Career Concerns in a Simple Experimental Labour Market. *European Economic Review*, 50, 147-170.
- Irlenbusch, Bernd, and Matthias Sutter (2006). An Experimental Analysis of Voting in the Stability and Growth Pact in the European Monetary Union. *Public Choice*, 129, 417-434.
- Abbink, Klaus, Bernd Irlenbusch, Paul Pezanis-Christou, Bettina Rockenbach, Abdolkarim Sadrieh, and Reinhard Selten (2005). An Experimental Test of Design Alternatives for the British 3G/UMTS Auction. *European Economic Review*, 49, 505-530.
- Harbring, Christine, and Bernd Irlenbusch (2005). Incentives in Tournaments with Endogenous Prize Selection. *Journal of Institutional and Theoretical Economics*, 161(4), 636-663.
- Irlenbusch, Bernd, and Dirk Sliwka (2005). Transparency and Reciprocal Behavior in Employment Relations. *Journal of Economic Behavior and Organization*, 56, 383-403.
- Fischer, Maria-Elisabeth, Bernd Irlenbusch, and Abdolkarim Sadrieh (2004). An Intergenerational Common Pool Resource Experiment. *Journal of Environmental Economics and Management*, 48, 811-836.
- Harbring, Christine, and Bernd Irlenbusch (2004). Anreize zu produktiven und destruktiven Anstrengungen durch relative Entlohnung. *Zeitschrift für betriebswirtschaftliche Forschung*, 56, 546-577.
- Irlenbusch, Bernd (2004). Relying on a Man's Word? An Experiment on Non-Binding Contracts. *International Review of Law and Economics*, 24, 299-332.

Abbink, Klaus, Ron Darziv, Zohar Gilula, Harel Goren, Bernd Irlenbusch, Arnon Keren, Bettina Rockenbach, Abdolkarim Sadrieh, Reinhard Selten, and Shmuel Zamir (2003). The Fisherman's Problem: Exploring the Tension between Cooperative and Non-Cooperative Concepts in a Simple Game. *Journal of Economic Psychology*, 24, 425-445.

Harbring, Christine, and Bernd Irlenbusch (2003). An Experimental Study on Tournament Design. *Labour Economics*, 10, 443-464.

Harbring, Christine, and Bernd Irlenbusch (2003). Zur Interaktion von Arbeitgeber und Arbeitnehmern in Turnieren mit Sabotage. *Zeitschrift für Betriebswirtschaft, Ergänzungsheft 4/2003, Personalmanagement*, 19-41.

Irlenbusch, Bernd (2003). Auf der Suche nach Gerechtigkeit – Eine empirische Herangehensweise. *Zeitschrift für Wirtschafts- und Unternehmensethik*, 4(3), 351-371.

Irlenbusch, Bernd, Ulrike Leopold-Wildburger, Jörg Schütze, and Matthias Sutter (2003). Voting in EMU - An Experimental Study on Institutional Innovation and the Role of Communication in the Stability and Growth Pact. *Journal of Common Market Studies*, 42, 645-664.

Irlenbusch, Bernd, and Dirk Sliwka (2003). Zu impliziten Anreizen in Arbeitsbeziehungen – Eine experimentelle Studie. *Zeitschrift für Betriebswirtschaft, Ergänzungsheft 5/2003, Ökonomische Analyse von Governance-Strukturen*, 71-94.

Abbink, Klaus, Bernd Irlenbusch, and Elke Renner (2002). An Experimental Bribery Game. *Journal of Law, Economics, and Organization*, 18, 428-454.

Harbring, Christine, and Bernd Irlenbusch (2001). Eine experimentelle Studie zur strategischen Wahl von Entlohnungsschemata. *Zeitschrift für Betriebswirtschaft, Ergänzungsheft 4/2001, Theorie der Unternehmung*, 175-193.

Abbink, Klaus, Bernd Irlenbusch, and Elke Renner (2000). The Moonlighting Game – An Experimental Study on Reciprocity and Retribution. *Journal of Economic Behavior and Organization*, 42, 265-277.

Fahr, René, and Bernd Irlenbusch (2000). Fairness as a Constraint on Trust in Reciprocity: Earned Property Rights in a Reciprocal Exchange Experiment. *Economics Letters*, 66, 275-282.

Irlenbusch, Bernd, and Lars Schade (1999). Zur Wirksamkeit nicht bindender Verträge – Eine experimentelle Untersuchung. *Zeitschrift für betriebswirtschaftliche Forschung*, 51, 730-752.

b) Non-peer reviewed Publications

Bernd, Julia, Bernd Irlenbusch, and Gari Walkowitz (2012). Welchen Beitrag kann die experimentelle Wirtschaftsforschung zur Förderung ethischen Handelns in der Wirtschaft leisten? In: *WISU – Das Wirtschaftsstudium*, 6, 681-686.

Irlenbusch, Bernd, Albena Neschen, and Gari Walkowitz (2011). Ethik und experimentelle Wirtschaftsforschung – Beiträge zum Lügenverhalten. In: *Forum Wirtschaftsethik*, 2, 27 – 36.

Irlenbusch, Bernd (2011). Experimentelle Ökonomik. In: Michael S. Aßländer (ed.), *Handbuch Wirtschaftsethik*. Metzler Verlag, 60-70.

- Harbring Christine, Bernd Irlenbusch, Dirk Sliwka, and Matthias Sutter (2010). The Analysis of Incentives in Firms: An Experimental Approach. In: Axel Ockenfels, and Abdolkarim Sadrieh (eds.), *The Selten School of Behavioral Economics*. Springer Verlag, 221-244.
- Fahr, René, and Bernd Irlenbusch (2009). Information Cascades Among Groups and Individuals – A Pilot Study. *Experimentelle Wirtschaftsforschung*, 38. *Wirtschaftswissenschaftliches Seminar Ottobeuren*. Tübingen: Mohr Siebeck, 63-76.
- Harbring, Christine, and Bernd Irlenbusch (2009). Zur Fairness von Entlohnungsformen - Einsichten aus einem Experiment mit Kommunikation. In: Heinrich Tschochohei, and Stefan Zimmermann (eds.), *Governance und Marktdesign*. Frankfurt am Main: Peter Lang Verlag.
- de Meza, David, Bernd Irlenbusch and Diane Reyniers (2008). Financial capability: a behavioural economics perspective. *Consumer research*, 69. The Financial Services Authority, London, UK.
- Harbring, Christine, Bernd Irlenbusch, and Matthias Kräkel (2004). Ökonomische Analyse der Professorenbesoldungsreform in Deutschland. *Bildung*, 33. *Wirtschaftswissenschaftliches Seminar Ottobeuren*. Tübingen: Mohr Siebeck, 197-219.
- Irlenbusch, Bernd, and Abdolkarim Sadrieh (2003). Dilemmata bei der Nutzung von Gemeingütern: Experimentelle Evidenz. *Psychologie und Umweltökonomik, Jahrbuch Ökologische Ökonomik, Band 3*. Marburg: Metropolis-Verlag, 171-200.
- Abbink, Klaus, Bernd Irlenbusch, Bettina Rockenbach, Abdolkarim Sadrieh, Reinhard Selten (2002). The behavioural approach to the strategic analysis of spectrum auctions : The case of the German DCS-1800 auction. *CESifo Economic Studies (formerly: Ifo Studien)* 48(3), 457-480.
- Leopold-Wildburger, Ulrike, Bernd Irlenbusch, Jörg Schütze, and Matthias Sutter (2002). The Effects of Communication in the Voting Procedure of the Stability and Growth Pact in EMU. The political economy of institutional innovation, *Jahrbuch für Neue Politische Ökonomie Band 21*. Tübingen: Mohr Siebeck, 31-52.
- Harbring, Christine, and Bernd Irlenbusch (2000). Zuckerbrot oder Peitsche? - Eine experimentelle Studie zu relativen Leistungsturnieren. In: Uschi Backes-Gellner, Matthias Kräkel, Bernd Schauenberg und Gunter Steiner (eds.), *Flexibilisierungstendenzen in der betrieblichen Personalpolitik*. Mering: Rainer Hampp Verlag, 39-65.
- Irlenbusch, Bernd, and Jörg Kaiser (1995). Towards a Resilient Shared Memory Concept for Distributed Persistent Object Systems. *IEEE Proceedings of the 28th Annual HICCS, vol. II, Hawaii*, 675-684.
- Irlenbusch, Bernd (1993). Type Specific Fault Tolerating Protocols for a Distributed Object Memory. *IEEE Proceedings of the 3rd Intl. Workshop on Object Orientation in Operating Systems, North Carolina*, 203-207.