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Personal

Born: 3 April 1973, in Utrecht, The Netherlands.

Full name: Albertus Johannes Dur.

Dutch citizen.

Education

1996-2000 Ph.D. in Economics (*cum laude*), 24 February 2000.
Tinbergen Institute, Erasmus University Rotterdam.
Thesis: ‘Political Institutions and Economic Policy Choice.’
Advisors: Prof.dr. J.C. Siebrand and Prof.dr. O.H. Swank.

1992-1996 Undergraduate degree in Economics (*cum laude*), 31 August 1996.
Erasmus University Rotterdam.

Current position

2011-present Full Professor of Economics,
Department of Economics, Erasmus University Rotterdam.

Other current affiliations

2014-present Academic Partner, CPB Netherlands Bureau for Economic Policy
Analysis

2008-present Research Fellow IZA, Bonn.

2003-present Research Fellow CESifo, University of Munich.

2001-present Research Fellow, Tinbergen Institute.

Past positions

2008-2011 Endowed Professor of Economics (Vereniging Trustfonds),
Department of Economics, Erasmus University Rotterdam.

2006-2008 Associate Professor of Economics,
Department of Economics, Erasmus University Rotterdam.

2006-2006 Assistant Professor of Economics,
Department of Economics, Erasmus University Rotterdam.

2001-2005 Postdoctoral Researcher funded by a personal grant from the
Netherlands Organisation for Scientific Research (NWO
Vernieuwingsimpulsproject, 650.000 euro).
Department of Economics, Erasmus University Rotterdam.

2000-2000 Postdoctoral Researcher funded by EUR-Impulsproject.
Department of Economics, Erasmus University Rotterdam.

1999-2000 Assistant Professor of Economics, Utrecht University.

1996-1999 Ph.D. student, Tinbergen Institute, Erasmus University Rotterdam.

1995-1996 Research Assistant, Research Centre for Economic Policy, Rotterdam.

1994-1996 Teaching Assistant, Utrecht University.

Extended visits

Jan-Feb 2007 Department of Economics, KU Leuven.

Dec 2006 Higher School of Economics, Moscow.

Nov 2006, Centre for Research on the Public Sector, Bocconi University, Milan.
Nov 2005

Apr 2005 School of Business, Economics, and Statistics, University of Vienna.

Jan 2005, Department of Economics, University of California, Irvine.
Mar 2004,
Dec 2003

Jan-Feb 2003 Center for Economic Studies (CES), University of Munich.

Awards and grants

- 2016 Erasmus School of Economics Societal Impact Award
- 2010 Research grant Stichting Management Studies.
- 2009, 2008, 2001 Nominated by students for Teacher of the Year Award.
- 2008 Erasmus School of Economics Top Talent Researcher Award.
- 2001 Erasmus University Research Award.
- 2000 Research grant NWO Vernieuwingsimpuls: 650.000 euro for 5 years.

Supervision of Ph.D. theses

Bart de Koning (2017-present, joint with Didier Fouarge, Maastricht University)

Maria Cotofan (2016-present)

Jindi Zheng (2013-2017, joint with Arthur Schram, University of Amsterdam, Ph.D. Defence: 6 February 2018)

Max van Lent (2012-2017, Ph.D. Defence: 27 October 2017)

Heiner Schmittdiel (2011-2016, Ph.D. Defence: 6 October 2016)

Robin Zoutenbier (2010-2014, Ph.D. Defence: 29 January 2015)

Jan Tichem (2010-2013, Ph.D. Defence: 15 May 2014)

Okemena Abraham Onemu (2009-present).

Arjan Non (2006-2010, Ph.D. defence: 6 October 2011).

Joeri Sol (2006-2010, Ph.D. defence: 1 July 2011).

Margaretha Buurman (2007-2010, Ph.D. defence: 20 January 2011).

Josse Delfgaauw (2002-2006, NWO-project, Ph.D. defence: 18 January 2007).

Hein Roelfsema (2001-2006, Utrecht University, Ph.D. defence: 12 April 2006).

Klaas Beniers (2001-2005, NWO-project, Ph.D. defence: 1 September 2005).

Teaching

Current teaching in Rotterdam:

Bachelor-2: Applied Microeconomics / Toegepaste Micro-economie.

Master: Seminar Recent Advances in Economics of Management and Organisations.

Supervision of Bachelor, Master, and M.Phil. theses.

Past teaching:

- 2010 Field Experiments, lecture at the Essex/Nuffield CESS Experimental Summer School, Oxford University.
- 2006 Personnel Economics, Master course, Higher School of Economics, Moscow.
- 2005-2006 Public Economics (joint with Alessandra Casarico), Master course, Bocconi University, Milan.
- 2005 Performance Measurement and Incentive Systems (joint with Barbara Mayer), undergraduate course, School of Business, Economics, and Statistics, University of Vienna.
- 2005 Motivation, Incentives, and Selection, M.Phil. course, Tinbergen Institute, Amsterdam/Rotterdam (joint with Otto Swank and Bauke Visser).
- 2003 Intrinsic Motivation and Extrinsic Rewards, CES Lecture Series, graduate course, University of Munich.
- 2000-2007 Seminar Economic Policy, Master course, Erasmus University Rotterdam.
- 1999-2000 Introductory Economics and Economic Policy, undergraduate level, Utrecht University.
- 1996-1999 Parts of Macroeconomic Policy, advanced undergraduate level, Erasmus University Rotterdam.
- 1994-1996 Introductory Economics, undergraduate level, Utrecht University.

Professional activities

- 2018 Organizer Workshop 'Field Days 2018: Experiments outside the Lab', Rotterdam, 23-24 November 2018.
- 2018-present Member Editorial Board, *Journal of Behavioral Public Administration*
- 2017-present Member Editorial Board, *The Leadership Quarterly*.
- 2017-present Member Editorial Board, *German Journal of Human Resource Management*.
- 2017-present Member Board of Associate Editors, *De Economist*.
- 2017 Organizer Workshop 'Recognition and Feedback', 20-21 October 2017.
- 2016 Organizer Workshop 'Prosocial Motivation at Work', 2-3 December 2016.
- 2014 Co-organizer Workshop 'Field Days 2014: Experiments outside the Lab', Rotterdam, 12-13 September 2014 (joint with Josse Delfgaauw).
- 2013 Co-organizer Workshop 'The Causes and Consequences of Happiness', Rotterdam, 28-29 October 2013 (with EHERO).
- 2012 Co-organizer Transatlantic Workshop on the Economics of Crime, Rotterdam, 5-6 October 2012 (joint with Ben Vollaard).
- 2011 Co-organizer Workshop 'Behavioural Personnel Economics,' Mannheim, 25-26 November 2011 (joint with Susanne Neckermann).
- 2010 Co-organizer Workshop 'Social Relations and Incentives in the Workplace,' Rotterdam, 26-27 November 2010 (joint with Susanne Neckermann).
- 2009 Co-organizer Conference 'Experiments in Organizations,' Rotterdam, 30-31 October 2009 (joint with Bauke Visser).
- 2008 Organizer Conference 'Human Relations, Reciprocity, and Incentives in the Workplace,' Rotterdam, 5-6 December 2008.
- 2007 Scientific Committee TI Workshop 'Economics of the Workplace,' Rotterdam, 15-16 June 2007.
- 2007-2012 Co-editor of *Economics of Governance*.
- 2012-present, Associate editor of *Economics of Governance*.
2006-2007

2005 Organizer Conference ‘Incentives and Work Motivation in the Public Sector,’ Rotterdam, 2-3 December 2005.

2004-2011 Junior Recruitment Committee of the Department of Economics, Erasmus University Rotterdam.

2001-2010 Coordinator Tinbergen Institute Research on Monday Seminars.

Referee for *American Economic Review*, *American Political Science Review*, *B.E. Journal of Economic Analysis & Policy*, *B.E. Journal of Theoretical Economics*, *British Journal of Industrial Relations*, *CESifo Economic Studies*, *Economica*, *Economic Inquiry*, *Economic Journal*, *Economic Theory*, *Economics and Politics*, *Economics of Education Review*, *Economics of Governance*, *Economics Letters*, *European Economic Review*, *European Journal of Political Economy*, *FinanzArchiv*, *Games and Economic Behavior*, *German Economic Review*, *ILR Review*, *Industrial Relations*, *International Journal of Game Theory*, *International Journal of Industrial Organization*, *International Review of Law and Economics*, *International Studies Quarterly*, *International Tax and Public Finance*, *Journal of Behavioral and Experimental Economics*, *Journal of Development Economics*, *Journal of Economic Behavior and Organization*, *Journal of Economic Literature*, *Journal of Economics*, *Journal of Economics and Management Strategy*, *Journal of the European Economic Association*, *Journal of Industrial Economics*, *Journal of Institutional and Theoretical Economics*, *Journal of Labor Economics*, *Journal of Public Administration Research and Theory*, *Journal of Public Economics*, *Journal of Public Economic Theory*, *Labour Economics*, *The Leadership Quarterly*, *Management Science*, *Oxford Economic Papers*, *Public Administration Review*, *Public Choice*, *Public Management Review*, *Quantitative Economics*, *Quarterly Journal of Economics*, *RAND Journal of Economics*, *Regional Science and Urban Economics*, *Review of Behavioral Economics*, *Review of Economic Studies*, *Scandinavian Journal of Economics*, *Scottish Journal of Political Economy*, *Southern Economic Journal*, *World Bank Economic Review*, *World Development*, NWO Programma (Dutch National Science Foundation), NWO TOP, NWO Veni, Austrian Science Fund, Danish Social Science Research Council, Leverhulme Trust, ERC Starting Grant 2018.

Invited seminars

University of Aachen, University of Aarhus, University of Amsterdam (CREED), Universitat Autònoma de Barcelona, University of Barcelona, University of Bergen, Free University of Berlin, WZB Berlin, Bocconi University (IGIER), University of Bologna, IZA Bonn, University of California, Irvine, University of California, San Diego, University of Chicago, CPB Netherlands Bureau for Economic Policy Analysis, University of Cologne, University of Copenhagen, Universität Duisburg-Essen, University of East-Anglia University of Frankfurt, University of Groningen, University of Hamburg, University of Helsinki, University of Lancaster, University of Leiden, KU Leuven, London School of Economics, University College London, Queen Mary University London, GATE Lyon, University of Maastricht, Universidad Carlos III de Madrid, University of Manchester, University of Mannheim, University of Munich, University of Nijmegen, University of Southampton, University of Stavanger, Stockholm University, Tor Vergata University Rome, Tilburg University, Utrecht University, University of Vienna, University of Wisconsin, Madison.

Publications

Ph.D. thesis

Political Institutions and Economic Policy Choice.
Thela Thesis Publishers, Amsterdam, 2000.

Refereed journals

Team Incentives, Task Assignment, and Performance: A Field Experiment (with Josse Delfgaauw and Michiel Souverijn). *The Leadership Quarterly*, forthcoming.

Serving the Public Interest in Several Ways: Theory and Empirics (with Max van Lent). *Labour Economics*, April 2018, 51, pp. 13-24.

Employee Recognition and Performance: A Field Experiment (with Christiane Bradler, Susanne Neckermann, and Arjan Non). *Management Science*, November 2016, 62(11), pp. 3085-3099.

The Power of a Bad Example - A Field Experiment in Household Garbage Disposal (with Ben Vollaard). *Environment and Behavior*, November 2015, 47(9), pp. 970-1000.

Altruism and Relational Incentives in the Workplace (with Jan Tichem). *Journal of Economics and Management Strategy*, Fall 2015, 24(3), pp. 485-500.

Intrinsic Motivations of Public Sector Employees: Evidence for Germany (with Robin Zoutenbier). *German Economic Review*, August 2015, 16(3), pp. 343-366.

The Effects of Prize Spread and Noise in Elimination Tournaments: A Natural Field Experiment (with Josse Delfgaauw, Arjan Non, and Willem Verbeke). *Journal of Labor Economics*, July 2015, 33(3), pp. 521-569.

Dynamic Incentive Effects of Relative Performance Pay: A Field Experiment (with Josse Delfgaauw, Arjan Non, and Willem Verbeke). *Labour Economics*, June 2014, 28, pp. 1-13.

How a Firm Can Induce Legislators to Adopt a Bad Policy (with Matthias Dahm and Amihai Glazer). *Public Choice*, April 2014, 159(1-2), pp. 63-82.

Working for a Good Cause (with Robin Zoutenbier). *Public Administration Review*, March/April 2014, 74(2), pp. 144-155.

Tournament Incentives in the Field: Gender Differences in the Workplace (with Josse Delfgaauw, Joeri Sol, and Willem Verbeke). *Journal of Labor Economics*, April 2013, 31(2), pp. 305-326.

Status-Seeking in Criminal Subcultures and the Double Dividend of Zero-Tolerance (with Joël van der Weele). *Journal of Public Economic Theory*, February 2013, 15(1), pp. 77-93.

Incentives and the Sorting of Altruistic Agents into Street-Level Bureaucracies (with Margaretha Buurman). *Scandinavian Journal of Economics*, December 2012, 114(4), pp. 1318-1345.

Public Sector Employees: Risk Averse and Altruistic? (with Margaretha Buurman, Josse Delfgaauw, and Seth van den Bossche). *Journal of Economic Behavior and Organization*, August 2012, 83(3), pp. 279-291.

Managerial Talent, Motivation, and Self-Selection into Public Management (with Josse Delfgaauw). *Journal of Public Economics*, October 2010, 94(9-10), pp. 654-660.

Reciprocity and Incentive Pay in the Workplace (with Arjan Non and Hein Roelfsema). *Journal of Economic Psychology*, August 2010, 31(4), pp. 676-686.

Social Interaction, Co-Worker Altruism, and Incentives (with Joeri Sol). *Games and Economic Behavior*, July 2010, 69(2), pp. 293-301.

Social Exchange and Common Agency in Organizations (with Hein Roelfsema). *Journal of Socio-Economics*, January 2010, 39(1), pp. 55-63.

From Public Monopsony to Competitive Market: More Efficiency but Higher Prices (with Josse Delfgaauw). *Oxford Economic Papers*, July 2009, 61(3), pp. 586-602.

Gift Exchange in the Workplace: Money or Attention? *Journal of the European Economic Association*, April 2009, 7(2-3), pp. 550-560.

Subsidizing Enjoyable Education (with Amihai Glazer). *Labour Economics*, October 2008, 15(5), pp. 1023-1039.

The Desire for Impact (with Amihai Glazer). *Journal of Economic Psychology*, June 2008, 29(3), pp. 285-300.

Optimal Contracts When a Worker Envy His Boss (with Amihai Glazer). *Journal of Law, Economics, and Organization*, May 2008, 24(1), pp. 120-137.

Local Public Good Provision, Municipal Consolidation, and National Transfers (with Klaas Staal). *Regional Science and Urban Economics*, March 2008, 38(2), pp. 160-173.

Incentives and Workers' Motivation in the Public Sector (with Josse Delfgaauw). *Economic Journal*, January 2008, 118, pp. 171-191.

Signaling and Screening of Workers' Motivation (with Josse Delfgaauw). *Journal of Economic Behavior and Organization*, April 2007, 62(4), pp. 605-624.

Politicians' Motivation, Political Culture, and Electoral Competition (with Klaas Beniers). *International Tax and Public Finance*, February 2007, 14(1), pp. 29-54.

Why Does Centralisation Fail to Internalise Policy Externalities? (with Hein Roelfsema). *Public Choice*, March 2005, 122(3/4), pp. 395-416.

Producing and Manipulating Information (with Otto H. Swank). *Economic Journal*, January 2005, 115, pp. 185-199.

Should Higher Education Subsidies Depend on Parental Income? (with Coen Teulings and Thijs van Rens). *Oxford Review of Economic Policy*, Summer 2004, 20(2), pp. 284-297.

The Credibility Problem in Unemployment Insurance Policy. *Journal of Institutional and Theoretical Economics*, December 2001, 157(4), pp. 634-650.

Wage-setting Institutions, Unemployment, and Voters' Demand for Redistribution Policy. *Scottish Journal of Political Economy*, November 2001, 48(5), pp. 517-531.

Why Do Policy Makers Stick to Inefficient Decisions? *Public Choice*, June 2001, 107(3/4), pp. 221-234.

Why Do Policy Makers Give (Permanent) Power to Policy Advisers? (with Otto H. Swank). *Economics and Politics*, March 2001, 13(1), pp. 73-94.

Explaining Unemployment Trends in the Netherlands. *Journal of Policy Modeling*, February 2001, 23(2), pp. 161-168.

Voting on the Budget Deficit: Comment (with Ben D. Peletier and Otto H. Swank). *American Economic Review*, December 1999, 89(5), pp. 1377-1381.

Mismatch between Unemployment and Vacancies in the Dutch Labour Market. *Applied Economics*, February 1999, 31(2), pp. 237-244.

The Role of Governmental Agreements in Breaking Political Deadlock (with Otto H. Swank). *European Journal of Political Economy*, August 1998, 14(3), pp. 561-572.

Contributions to books

Are Education Subsidies an Efficient Redistributive Device? (with Coen N. Teulings). In: Jonas Agell, Michael Keen, and Alfons Weichenrieder (2004), *Labor Market Institutions and Public Regulation*. Cambridge, MA: MIT Press, pp. 123-161.

Edited book (in Dutch)

Gedragseconomie en beleid: KVS Preadviezen 2017 <https://esb.nu/kvs/20034296/kvs-preadviezen-2017>

Publications in Dutch

Numerous articles and blogs on the website of ESB: <https://esb.nu/auteur/robert-dur>

Media (selection)

International:

Time: [These Are the Workers Most Likely to Admit Their Job Is 'Socially Useless'](#)

Wall Street Journal: [The right—and wrong—ways to give employees kudos](#)

Les Affaires: [Un truc génial pour savoir si votre recrue est vraiment motivée](#)

Financial Post: [Civil servants not born lazy — they learn it at work](#)

Bild: [Beamten-Mythen im Check](#)

Freakonomics: [Garbage and the Herd Mentality](#)

In The Netherlands:

De Volkskrant: [Kwart werknemers twijfelt aan nut baan](#)

De Volkskrant: [Overheid, laat je beleid testen](#)

Algemeen Dagblad: [Eén foefje en alles is anders](#)

Trouw: [Anoniem solliciteren is ook niet alles](#)

Financieel Dagblad: ['Heilzame effecten winstdeling niet bewezen'](#)

NRC: [Straf leidt niet tot góede banen](#)

Trouw: [Economen tellen het vuilnis](#)

NRC: [Waarom nudging juist wel een kans verdient](#)

Videos (in Dutch):

Universiteit van Nederland: [Over klimaat en gedrag](#)

Vers Beton: [Minicollege: Helpt straf mensen uit de bijstand?](#)

Studio Erasmus: [Vuilnis bestrijden in Rotterdam](#)

Radio and tv (in Dutch)

NOS Radio 1 Journaal, [Anoniem solliciteren, waarom stoppen gemeenten ermee?](#)

Editie NL: [Als je collega een compliment krijgt, ga jij ook harder werken](#)

Nieuwsuur: [Over anoniem solliciteren](#)

Villa VPRO: [Over milieubewuste duwtjes](#)