

## Iwan Barankay, PhD

The Wharton School  
3620 Locust Walk, SHDH Suite 2201  
University of Pennsylvania  
Philadelphia, PA 19104-6370

[barankay@wharton.upenn.edu](mailto:barankay@wharton.upenn.edu)

Phone: [+1] (215) 898 6372  
Citizenship: Germany & USA  
Google Scholar citations: [>4100](#)

---

October 4, 2021

### Academic Positions and Affiliations

#### *Current*

Associate Professor of Management, Wharton School, University of Pennsylvania (since June 2008, with tenure since July 2013)

Sloan Research Fellow (2010-2014)

Affiliated Faculty Center for Health Incentives and Behavioral Economics at the Leonard David Institute of the University of Pennsylvania, since January 2011

Research Fellow CEPR Organizational Economics, Labour Economics and Public Policy Group (since 2010), Research Affiliate (2006-2010)

Research Fellow IZA (Institute for the Study of Labor), since September 2005

#### *Previous*

Associate Professor, Department of Economics, U. of Warwick, September 2006 – June 2008.

Lecturer, Department of Economics, U. of Essex, U.K., September 2003 – August 2006.

### Education

PhD in Economics, University of Warwick, July 2004;

MSc in Economics, U. of Warwick, September 1999;

BSc in Economics, U. of Lausanne, 1998

### Fields of Interest

Personnel Economics, Behavioral Economics, Field Experiments, Labor Economics.

### Prizes and Awards (see below for a complete list of grants)

- 2007 IZA Young Labor Economist Award – This €5,000 prize is awarded annually for the best publication in the two preceding years in the field of labor economics. It recognized my joint paper with Oriana Bandiera and Imran Rasul “Social Preferences and the Response to Incentives: Evidence from Personnel Data,” *Quarterly Journal of Economics*, vol. 120(3), August, 2005, 917-962.
- 2010 Sloan Research Fellowship – This four-year fellowship, with an unrestricted \$50,000 gift, is awarded yearly to “researchers in recognition of distinguished performance and a unique potential to make substantial contributions to their field.”
- Excellence in Refereeing Award 2012, *American Economic Review*

## Published or forthcoming articles in refereed journals

1. Peter P. Reese, Iwan Barankay, Mary Putt, Louise B. Russell, Jiali Yan, Jingsan Zhu, Qian Huang, George Loewenstein, Rolf Andersen, Heidi Testa, Adam S. Mussell, David Pagnotti, Lisa E. Wesby, Karen Hoffer, Kevin G. Volpp, “Effect of Financial Incentives for Process, Outcomes, or Both on Cholesterol Level Change: A Randomized Clinical Trial” *JAMA Network Open* 2021;4(10). **Note: Reese and Barankay are joint first authors**
2. Iwan Barankay, Peter P. Reese, Mary E. Putt, Louise B. Russell, Caitlin Phillips, David Pagnotti, Sakshum Chadha, Kehinde O. Oyekanmi, Jiali Yan, Jingsan Zhu, Kevin G. Volpp, MD, Justin T. Clapp, “Qualitative Exploration of Barriers to Statin Adherence and Lipid Control: A Secondary Analysis of a Randomized Clinical Trial” *JAMA Network Open* 2021;4(5)
3. Russell LB, Norton LA, Pagnotti D, Christianne Sevinc, Sophia Anderson, Darra Finnerty Bigelow, Lauren G. Iannotte, Michael Josephs, Ryan McGilloway, **Iwan Barankay**, Mary E. Putt, Peter P. Reese, David A. Asch, Lee R. Goldberg, Shivan J. Mehta, Monique S. Tanna, Andrea B. Troxel, Kevin G. Volpp. Using Clinical Trial Data to Estimate the Costs of Behavioral Interventions for Potential Adopters: A Guide for Trialists. *Medical Decision Making*. 2021;41(1):9-20.
4. **Barankay I**, Reese PP, Mary E. Putt, Louise B. Russell, George Loewenstein, David Pagnotti, Jiali Yan, Jingsan Zhu, Ryan McGilloway, Troyen Brennan, Darra Finnerty, Karen Hoffer, Sakshum Chadha, Kevin G. Volpp. Effect of Patient Financial Incentives on Statin Adherence and Lipid Control: A Randomized Clinical Trial. *JAMA Network Open*. 2020;3(10)
5. Serper M, **Barankay I**, Chadha S, et al. A randomized, controlled, behavioral intervention to promote walking after abdominal organ transplantation: results from the LIFT study. *Transpl Int*. 2020;33(6):632-643. doi:10.1111/tri.13570
6. Putt, M. E., Reese, P. P., Volpp, K. G., Russell, L. B., Loewenstein, G., Yan, J., **Barankay, I.** (2019). The Habit Formation trial of behavioral economic interventions to improve statin use and reduce the risk of cardiovascular disease: Rationale, design and methodologies. *Clinical Trials*, 16(4), 399–409. **Note: As a principal investigator on this project my name is listed last**
7. Contigiani A., Hsu D., and Barankay, I., 2018 “Trade Secrets and Innovation: Evidence from the ‘Inevitable Disclosure’ Doctrine,” *Strategic Management Journal*, 39(11), November 2018, 2921-2942.
8. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2013. “Team Incentives: Evidence from a Field Experiment.” *Journal of the European Economic Association*, 11 (5), 1079–1114.

9. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2011. "Field Experiments in Firms." *Journal of Economic Perspectives*, 25 (3), 63-82.
10. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2010. "Social Incentives in the Workplace." *Review of Economic Studies*, 77 (2): 417 - 458, lead article.
11. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2009. "Social Connections and Incentives in the Workplace: Evidence from Personnel Data." *Econometrica*, 77(4): 1047-1094.
12. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2008. "Social Capital in the Workplace: Evidence on its Formation and Consequences." *Labour Economics*, 15: 725-749.
13. **Barankay, Iwan** and Ben Lockwood. 2007. "Decentralization, and the Productive Efficiency of Government: Evidence from Swiss Cantons." *Journal of Public Economics*, 91(5-6): 1197-1218.
14. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2007. "Incentives for Managers and Inequality among Workers: Evidence from a Firm Level Experiment." *Quarterly Journal of Economics*, 122(2): 729-773.
15. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2006. "The Evolution of Cooperative Norms: Evidence from a Natural Field Experiment." *Advances in Economic Analysis & Policy*, 6(2), Article 4.
16. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2005. "Social Preferences and the Response to Incentives: Evidence from Personnel Data." *Quarterly Journal of Economics*, 120(3): 917-962.
17. Bandiera, Oriana, **Iwan Barankay**, and Imran Rasul. 2005. "Cooperation in Collective Action: A Review of the Evidence and Some New Results." *Economics of Transition, Symposium on Institutions and Economic Performance*, 13(3): 473-498.
18. **Barankay, Iwan**, Pascal Sciarini and Alexander H. Trechsel. 2003 "Institutional Openness and the Use of Referendums and Popular Initiatives: Evidence from Swiss Cantons." *Swiss Political Science Review*, 9(1): 169-199.

#### Articles under review

19. Barankay, Iwan "Rank Incentives: Evidence from a randomized workplace experiment." Revise and Resubmit at *Management Science*.

## Working Papers and Current Projects

20. Barankay, Iwan “Political activism when voters have a limited attention span” CEPR Discussion Paper DP15089
21. Barankay, Iwan “Simplifying Incentives: Evidence from and Randomized Control Workplace Trial.”
22. Barankay, Iwan, Peter Reese, and Panagiota Stathopoulou, “A randomized trial of cognitive vs. behavioral incentives to induce sustained healthy oral hygiene habits and improve oral health” Principal Investigator. Study funded by an **NIDCR/NIH R34 \$250K** grant.
23. Health Peer Effects in the Modern Workplace

## Journal Editorships

- *ILR Review*
- *Swiss Journal of Economics and Statistics*
- Co-Editor: *Labour Economics* (2011-2013)
- Co-Editor (Behavioral and Personnel Economics): *Economic Inquiry* (2012-2013)
- Associate Editor: *Economic Inquiry* (August 2010 - July 2012)
- Guest-Editor: Special edition on Field Experiments at the *Scandinavian Journal of Economics* (2011-2012)

### **Ad Hoc refereeing (in alphabetical order)**

*American Economic Journal: Applied Economics, American Economic Review, Berkeley Electronic Journals in Economic Analysis & Policy, British Academy, Economic Inquiry, Economic Journal, Economica, Economic and Social Research Council of the U.K. (ESRC), European Economic Review, Fiscal Studies, Games and Economic Behavior, Industrial & Labor Relations Review, International Tax and Public Finance, Israeli Science Foundation, Journal of Economic Behavior and Organization, Journal of Economic Surveys, Journal of Economics & Management Strategy, Journal of Health Economics, Journal of Labor Economics, Journal of Law Economics and Organization, Journal of Political Economy, Journal of Public Economics, Journal of Public Economic Theory, Journal of Sports Economics, Labour Economics, Management Science, Managerial and Decision Economics, National Science Foundation, Public Choice, Quarterly Journal of Economics, Rand Journal of Economics, Review of Economic Studies, Scandinavian Journal of Economics.*

### **Invited Seminar Presentations at Departments and Conferences**

Boston College, Boston University, Brown University, Cologne, CREST Paris, French Association of Experimental Economics (ASFEE) invited speaker, INSEAD, IZA, London School of Economics (Management), Paris School of Economics, Princeton (Center for Health and Well-Being), Toulouse School of Economics, U of British Columbia (Sauder), U of Hamburg, U of Michigan (Ross), U of Minnesota (Carlson), U of Pittsburgh, University of Southern California (Marshall), U of Toronto (Rotman School of Business), Bristol CMPO, CEMFI Madrid, Cornell (Labor Economics), Frankfurt, Harvard Business School (Strategy Unit), **Keynote** Speaker at Central European University conference on "The Social Dimensions of Organizations", Society of Labor Economists 2012 (**invited Panel speaker** on Field Experiments), Stanford (Economics - Behavioral and Experimental Seminar), Toulouse School of Economics (IAST), UCSB Field Experiment Conference, Warwick, Yale SOM (OB Group), Amsterdam Symposium on Behavioral and Experimental Economics 2010 (ABEE 2010), Boston University, Florida State, Harvard Business School (NOM Unit), Michigan State, UCLA Anderson, University of Florida, Vanderbilt, Behavioral Economics Conference in Jerusalem, Dartmouth, **Keynote** Speaker at Erasmus School of Economics conference on "Experiments in Organizations", Michigan Ross School of Business, 2010 Trans-Pacific Labor Seminar in Santa Barbara, Aberdeen, Bergen, Carlos III Madrid, Centro de Economía Aplicada de la Universidad de Chile, CERGE-EI Prague, CEPR/IZA European Summer Symposium in Labour Economics, Harvard/MIT Organizational Economics Seminar, IZA Bonn, Stanford (Economic Applications Seminar), Stavanger, UC San Diego, Bocconi, Caltech, Mannheim, Queen's (Ontario), Stanford Institute in Theoretical Economics Summer Workshop on Organization in Firms, UC Davis, UC Merced, UC Santa Barbara, 3rd Workshop on Behavioral Public Economics Innsbruck, Wharton (Management), Birmingham, Columbia GSB (Economics and Finance), Edinburgh, NYU, Oxford, Pompeu Fabra, Royal Holloway, Tinbergen Institute, Université du Québec à Montréal, University of British Columbia, IZA Bonn, Queen Mary, SOAS, Surrey, Warwick, LSE (Management), Royal Holloway, Utrecht, Winter Meeting of the European Econometric Society Stockholm, Warwick, Zurich, University of Munich, Center for Game Theory in Economics at Stony Brook.

### **Other presentations at Conferences and Workshops**

2012-2013 Academy of Management (Professional Panel on Field Experiments), CEPR Workshop on Incentives, Management and Organization (Milan).

2010-2011: ASSA Meetings Denver (one paper on the AEA program and one paper on the Econometric Society program), CEPR/IZA European Summer Symposium in Labour Economics, Columbia Business School (First Annual Strategy Conference), NBER Productivity Program Meeting, ZEW/Tinbergen Institute Workshop on Behavioural Personnel Economics in Mannheim.

2009-2010: CEPR Public Policy Symposium London.

2008-2009: CEPR/IZA European Summer Symposium in Labour Economics.

2007-2008: CEPR/IZA European Summer Symposium in Labour Economics.

2006-2007: CEPR/IZA European Summer Symposium in Labour Economics, ZEW Mannheim 3<sup>rd</sup> Conference on Policy Evaluation.

2005-2006: AEA Annual Meeting Boston, Bristol Public Economics Weekend.

2004-2005: CEPR Public Economics Symposium Stockholm, First Annual IZA Workshop on Behavioral and Organizational Economics, Fourth IZA/SOLE Transatlantic Meeting of Labor Economists.

2003-2004: Canadian Public Economics Group at University of Toronto, North American Meeting of the Econometric Society at Brown University, Society of Economic Design Meeting at Universitat de les Illes Balears in Palma de Mallorca, European Economic Association at Universidad Carlos III de Madrid.

### **Research Grants**

- NIH R34 Grant as Multiple Principal-Investigator (joint with Alison Bittenheim and Panagiota Stathopoulou) "A randomized trial of cognitive vs behavioral incentives to induce sustained healthy oral hygiene habits and improve oral health" (\$240K) 2015-2017)
- NIH R01 Grant as Multiple Principal-Investigator together with Kevin Volpp: "A Randomized Controlled Trial of Incentives for Habit Formation" 2012-2018 (\$2.4m)
- NIH R01 Grant as Multiple Principal-Investigator together with Kevin Volpp: "Comparative Effectiveness of Process and Outcomes Incentives for Lipid Management" 2014-2019 (\$2.8m)
- Sloan Research Fellowship (2010-2014) (\$50,000)
- Yahoo! Faculty Research and Engagement Program (\$4,000)
- Wharton Impact Conference Fund 2010 for the Conference "Advances with Field Experiments 2010" (\$3,000).
- Dean's Research Fund of the Wharton School 2010 (\$6,000) and 2011 (\$10,000)
- Wharton Sports Business Initiative, The Wharton School, University of Pennsylvania (2009-2010) (\$8,000)
- Centre for Human Resources, The Wharton School, University of Pennsylvania (2008-2009) (\$4,000)

- Mack Center for Technological Innovation, The Wharton School, University of Pennsylvania (2009 & 2010) (\$17,500)
- Center for Leadership and Change Management, The Wharton School, University of Pennsylvania (2009-2010) (\$5,000)
- Global Initiatives Research Program (GIRP) (2009) (\$5,000)
- Economic and Social Research Council (U.K.) SRC Research Grant as Principal Investigator: “Rank versus Monetary Incentives: Evidence from a Natural Field Experiment. (1/2008 to 12/2010) (approx. \$460,000)
- Economic and Social Research Council (U.K.) Research Grant Scheme as Co-Investigator: “Social Connections, Sorting, and the Productivity of Teams: Evidence from Combined Personnel and Survey Data” joint with Oriana Bandiera (1/2007- 6/2008) (approx. \$160,000)
- University of Warwick Research Development Fund: “Rank versus Monetary Incentives: Evidence from a Field Experiment” (2007) (approx. \$10,000)
- University of Essex Research Promotion Fund: “Information Transmission in Networks: Evidence from a Field Experiment” joint with Andrea Galeotti (2007) (approx. \$15,000)
- ESRC Research Grant Scheme as Co-Investigator: “Incentives, Social Preferences and Worker Productivity” joint with Oriana Bandiera (2004-2006) (final ESRC grade “outstanding”) (approx. \$90,000)
- ESRC graduate student fellowship (2001-2003) (to cover academic fees)
- Royal Economic Society Travel Grant (2001, 2003) and Academic Expenses Scheme (2002) (approx. \$500)
- STICERD, LSE, research grant: “Incentives and Social Networks” joint with Oriana Bandiera (2002/2003) (approx. \$8,000)

### Teaching Experience

Courses taught at the Wharton School of the University of Pennsylvania since 2008:

*Undergraduate:* (current) Wharton 150 – Evaluating Evidence

*(past)* Management 104 - Industrial Relations and Human Resource Management.

*PhD:* Management 918/919, Personnel Economics

*MBA:* Management 691: Negotiations and Conflict Resolution

*Executive Education:* sessions on effective incentive design

Courses taught at the Department of Economics, University of Warwick 2006-2008:

Econometrics 1; 2nd year undergraduate core course.

Labour Economics, graduate MSc course

Courses taught at the Department of Economics, University of Essex, 2003-2006:

Introduction to Econometric Methods; 2nd year undergraduate core course.

Public Economics; 3rd year undergraduate elective course.

PhD two-day workshop on “Field Experiments” July/August 2011 at the University of Frankfurt

PhD mini-PhD course on Behavioral Economics and Field Experiments,

Oct. 2012: U. of Hamburg

Summer 2013: MIT Sloan

Summer 2014: U. of Munich

Fall 2014: U. of Bern

Summer 2016: Ingolstadt School of Management

Metzler visiting Professorship at Goethe U of Frankfurt

Distinguished Visitor Program, Boston University, Oct. 2012.

## Former PhD Students

**Jiayi Bao**; Assistant Professor of Public Policy and Entrepreneurship, Department of Public Policy and the Shuford Program in Entrepreneurship, University of North Carolina at Chapel Hill.

**Amanda Chuan**; Assistant Professor, Michigan State University School of Human Resources & Labor Relations

**Patrick DeJarnette**; Associate Professor, Faculty of Political Science and Economics, Waseda University

**Michal Hodor**, Assistant Professor of Strategy and Business Economics, Collier School of Management, Tel Aviv University

**Adam Leive**; Assistant Professor of Public Policy and Economics, Frank Batten School of Leadership and Public Policy, University of Virginia

## Further Professional Services

### *University and Scientific Committees*

- Seminar Committee, Management Department, 2010-2011, 2019-2020
- Undergraduate curriculum committee, Management Department, 2016-2017
- PhD Committee, Management Department, the Wharton School (2011-2012): part of a five member committee in charge of final admission and continuation decisions.
- NSF Advisory Committee member on “The Future of DRSM” (chaired by Roberto Weber), 2010.
- Hiring committees: Management Department at the Wharton School, 2010-2011, - Department of Economics at the University of Warwick, 2006-2008
- Undergraduate Research Scholarship Scheme (URSS), Panel Member, U. of Warwick, 2006-2008.
- Multiple renewal and tenure committees

### *Seminar Series Coordinator*

- External seminar committee, Management Dept., the Wharton School, 2010-2011, 2019-2020
- Labour Economics Seminar organizer, Dept. of Economics, U. of Warwick, 2006-2008
- Internal and external Seminar organizer, Dept. of Economics, U. of Essex, 2004-2006.

### *Conference Organization*

- “Advances *with* Field Experiments 2011” at the University of Chicago: Co-organizer with John List. <http://hit.wharton.upenn.edu/>
- “Advances *with* Field Experiments 2010” at the Wharton School: Co-organizer with John List. <http://hit.wharton.upenn.edu/awfe2010confpapers/awfe2010.htm>
- Local Organizer of the “Second Public Economics Weekend 2004” at the U. of Essex.

*Program Committee Memberships at International Conferences*

- Society of Labor Economists (SOLE) Meeting, 2012 (Chicago)
- European Economic Association (EEA) Programme Committee Member, since 2008
- Spring Meeting of Young Economists, 2004 (Warsaw)

**Languages**

German (native), English (fluent), French (advanced), Hungarian (for chatting with family members), Portuguese (decaying intermediate)