David B. Huffman

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Fields:
Behavioral economics, labor economics, personnel economics, experimental economics

Current and Previous Academic Positions and Affiliations:

- Ashley Family Professor in Behavioral Economics, Cornell SC Johnson College of Business (2025 – present)
- Distinguished Professor, University of Pittsburgh (2024 – 2025)
- Full Professor, University of Pittsburgh (2015 – 2024)
- Associate Member, Nuffield College, Oxford (2023 – present)
- Network Member, CESifo, Munich

Past Positions:

- Visiting Senior Researcher at the Institute on Behavior and Inequality (briq), Bonn Germany, July 2017, July 2019, July 2023.
- Associate Professor of Economics, University of Oxford (2013-2015)
- Tutorial Fellow, St. Catherine's College, Oxford (2013-2015)
- Associate Professor (with tenure), Swarthmore College (2013)
- Research Fellow, Institute for the Study of Labor (IZA), Bonn
- Affiliated Faculty, Center for Health, Incentives, and Behavioral Economics (CHIBE), University of Pennsylvania
- Visiting Assistant Professor, Wharton School of Business (2012 – 2013)
- Visiting Research Professor, Department of Bioethics and Health Policy, Perlman School of Medicine, University of Pennsylvania (2012 – 2013)
- Assistant Professor, Swarthmore College, (2008 – 2013)
- Visiting Research Professor, University of Zurich, (Spring of 2011)
- Visiting Research Professor, University of Pittsburg, (Fall of 2010)
- Senior Research Associate, Institute for the Study of Labor (IZA) (2006-2007)
- Research Associate, Institute for the Study of Labor (IZA) (2003-2006)

Education:

- Ph.D. in Economics, University of California, Berkeley (2003); B.A., Oberlin College, Ohio, High Honors in Economics (1996)

Editorial Positions:

- Co-Editor for *Experiment Economics* (July 2025 – present)
- Field Chief Editor (Editor-in-Chief) of *Frontiers in Behavioral Economics* (April 2023 – present)
- Associate Editor for *Management Science* (2013 – 2018; November 2024 – present)

Google Scholar statistics (as of October 2026):

- 23,928 Google Scholar citations; 11,504 since 2021; h-index of 38; i10-index of 49.

Recent Working Papers:

- "Competition and Anomalies Redux: Evidence from U.S. Auto Dealers," Revise and *Resubmit at the Journal of Political Economy,* NBER Working paper, no. w35454 (with Pierce Lamar, Alex Rees-Jones, and German Reyes).
- "Minds, Models, and Markets: How Managerial Cognition Shapes Pricing Strategies," *Revise and Resubmit at the American Economic Review* (with Yi Han and Yiming Liu).
- "Moral Luck: Mechanisms, Robustness, and Prevalence" (with Armin Falk and Sven Heuser).
- "The Pervasiveness and Robustness of Nonadditivity in Intertemporal Choice" (with Thomas Dohmen, Armin Falk, and Uwe Sunde).

Current Work in Progress:

- "Model-Directed Attention and Persistence of Wrong Models: The Case of Pricing" (with Yi Han and Yiming Liu).
- "The Global Variation in Economic Preferences" (with Anke Becker, Christina Borner, Thomas Dohmen, Armin Falk, and Uwe Sunde)
- "Temperature and Preferences" (with Andrea La Nauze and Leonie Wenz)
- "Investigating Gender Effects Under Competitive Workplace Incentives" (with Collin Raymond and Julia Shvets).
- "The norm of self-reliance as a constraint on prosocial behavior" (with David Danz and Tymofiy Mylovanov).
- "Situational Inference" (with Dor Morag).
- "Delegation and Performance: Evidence from Gas Station Managers" (with Yi Han and Yiming Liu).
- "Gendered wording in job advertisements" (with Ilya Goldin, Dor Morag and Alistair Wilson).
- "Mental Accounting and Healthy Food Purchases: A Field Experiment" (with Erin Bronchetti and Ellen Magenheim).

Publications in Journals:

1. "Incentive Complexity, Bounded Rationality, and Effort Provision" 2025, *American Economic Review, 115 (12), 4404–37* (with Johannes Abeler and Collin Raymond).
2. "The Complementary Nature of Trust and Contract Enforcement," *forthcoming at the Economic Journal* (with Bjoern Bartling, Ernst Fehr, and Nick Netzer)
3. "Measuring social norm variation across contexts: Replication and comparison to alternative methods," 2025, *European Economic Review* (special issue), vol, 178 (with Garrett Kohno, Pauline Madies, Spencer Vogrinec, Stephanie W. Wang, Dhwani Yagnaraman).
4. "Relational contracting: Complementarities with behavioral and experimental economics," *Journal of Institutional and Theoretical Economics (special issue),* 179(3-4), 701-716.
5. "Persistent Overconfidence and Biased Memory: Evidence from Managers," 2022, *The American Economic Review (lead article)*, 112(10), 3141-75 (with Collin Raymond and Julia Shvets). Media Coverage: *Freakonomics Blog.*
6. "The Preference Survey Module: A Validated Instrument for Measuring Risk, Time, and Social Preferences," 2022, *Management Science*, 69(4) 1935-2545 (with Anke Becker, Thomas Dohmen, Armin Falk, and Uwe Sunde)
7. "Patience and Comparative Development," 2022, *Review of Economic Studies*, 89(5), 2768-2805 (with Thomas Dohmen, Benjamin Enke, Armin Falk, and Uwe Sunde).

8. "Global Evidence on Economic Preferences," 2018, *The Quarterly Journal of Economics,* 133(4), 1645-1692 (with Anke Becker, Thomas Dohmen, Benjamin Enke, Armin Falk, and Uwe Sunde).
9. "On the Relationship Between Cognitive Ability and Risk Preference," *Journal of Economic Perspectives*, 2018, 32(2), 115-134 (with Thomas Dohmen, Armin Falk, and Uwe Sunde). Media Coverage: Interview for *AEA research highlights*.
10. "Financial incentive strategies for maintenance of weight loss: Results from an internet-based randomized controlled trial," *Nutrition and Diabetes*, 2018, 8(33), 1-11 (with William Yancy, Pamela Shaw, Lisa Wesby, Victoria Hilbert, Lin Yang, Jingsan Zhu, Andrea Troxel, Gary Foster, Alexis Wojtanowski, and Kevin Volpp)
11. "Time Discounting and Economic Decision Making in the Older Population," *forthcoming in the Journal of the Economics of Ageing* (with Olivia Mitchell and Raimond Maurer). Press coverage in Wall Street Journal.
12. "High-Powered Performance Pay and the Crowding Out of Worker Non-Monetary Motivations," 2018, *Management Science*, 64(10), 4669-4680 (with Michael Bognanno)
13. "Risk Attitudes Across the Life Course," *Economic Journal*, 2017, 127(605), F95-F116 (with Thomas Dohmen, Armin Falk, Bart Golsteyn, and Uwe Sunde)
14. "Attention, Intentions, and Follow-Through in Preventive Health Behavior: Field Experimental Evidence on Flu Vaccination," *Journal of Economic Behavior and Organization*, 2015, 116, 270-291 (with Erin Bronchetti and Ellen Magenheim)
15. "Institutions and Contract Enforcement**,"** *Journal of Labor Economics*, 2015, 33(3), 571-590 (with Armin Falk and Bentley Macleod)
16. "Contractual Incompleteness, Unemployment, and Labor Market Segmentation", *Review of Economic Studies*, 2014, 81 (1), 30-56 (with Steffen Altmann, Armin Falk, and Andreas Grunewald)
17. "Validating an Ultra-Short Survey Measure of Impatience," *Economics Letters*, 2013, 120(2), 142‑145 (with Thomas Dohmen, Armin Falk, Uwe Sunde and Thomas Vischer).
18. "When a Nudge isn't Enough: A Field Test of the Power of Defaults to Influence Savings of Low-Income Tax Filers", *National Tax Journal,* 2013, 66(3), 609-634 (with Erin Bronchetti, Thomas Dee, and Ellen Magenheim)
19. "Competition Between Organizational Groups: Its Impact on Altruistic and Antisocial Motivations", *Management Science*, 2012, 58(5), 948–960 (with Lorenz Goette, Stephan Meier, and Matthias Sutter)
20. "The Impact of Social Ties on Group Interactions: Evidence from Minimal Groups and Randomly Assigned Real Groups", *American Economic Journal: Microeconomics*, 2012, 4(1), 101–115 (with Lorenz Goette and Stephan Meier)
21. "The Intergenerational Transmission of Risk and Trust Attitudes," *Review of Economic Studie*s, 2012,79(2), 645–677 (with Thomas Dohmen, Armin Falk, Uwe Sunde)
22. "Reference Points and Effort Provision," *The American Economic Review*, 2011, 101(2), 470–492 (with Johannes Abeler, Armin Falk, and Lorenz Goette)
23. "Individual Risk Attitudes: Measurement, Determinants and Behavioral Consequences," *The Journal of the European Economic Association*, 2011,9(3) 522–550 (with Thomas Dohmen, Armin Falk, Uwe Sunde, Jürgen Schupp, Gert Wagner)
24. "Are Risk Aversion and Impatience Related to Cognitive Ability?", *The American Economic Review*, 2010, 100(3), 1238 – 1260 (with Thomas Dohmen, Armin Falk, and Uwe Sunde)
25. "Direct Evidence on Risk Attitudes and Migration," *The Review of Economics and Statistics*, 2010, 92(3), 684-689 (with Holger Bonin, Thomas Dohmen, Armin Falk, David Jaeger, and Uwe Sunde) [GS 114]
26. "Biased Probability Judgment: Evidence on Incidence and Relation to Economic Outcomes, from a Representative Sample," *Journal of Economic Behavior and*

Organization, 2009, 72(3), 903 – 915 (with Thomas Dohmen, Armin Falk, Uwe Sunde, and Felix Marklein)

27. "Homo Reciprocans: Survey Evidence on Prevalence, Behavior and Success," *The Economic Journal*, 2009, 119(536), 592 – 612 (with Thomas Dohmen, Armin Falk, and Uwe Sunde)
28. "Representative Trust and Reciprocity: Prevalence and Determinants," *Economic Inquiry*, 2008, 46(1), 84-90 (with Thomas Dohmen, Armin Falk, and Uwe Sunde)
29. "Cross-Sectional Earnings Risk and Occupational Sorting: The Role of Risk Attitudes," *Labour Economics*, 2007, 14(6), 926 - 937 (with Holger Bonin, Thomas Dohmen, Armin Falk, and Uwe Sunde)
30. "Affect and the Motivational Foundations of Social Capital," *Review of General Psychology*, 2007, 11(2), 142-154 (with Lorenz Goette)
31. "The Impact of Group Membership on Cooperation and Norm Enforcement: Evidence Using Random Assignment to Real Social Groups," *The American Economic Review*, 2006 (Papers and Proceedings) 96(2), 212-216 (with Lorenz Goette and Stephan Meier)
32. "Loss Aversion and Labor Supply," *Journal of the European Economic Association*, 2004, 2 (2-3), 216-228 (with Lorenz Goette and Ernst Fehr)
33. "The Role of the University in Attracting High Tech Entrepreneurship: A Silicon Valley Tale," *The Annals of Regional Science*, 2002, 36(3), 403-419 (with John Quigley)

Book and Handbook Chapters:

1. "The Global Variation in Risk and Time Preferences," forthcoming in The Handbook of Culture and Economic Behavior, Elsevier (with Anke Becker, Christina Borner, Thomas Dohmen, Armin Falk, and Uwe Sunde).
2. "Aging and Economic Preferences," in The Routledge Handbook of the Economics of Aging, 2023, Routledge (with Thomas Dohmen and Uwe Sunde).
3. "Do Financial Incentives Reduce Intrinsic Motivation for Weight Loss?: Evidence from Two Tests of Crowding Out," in Nudging Health: Health Law and Behavioral Economics, 2016, Johns Hopkins University Press (with David Asch, Jeffrey Kullgren, George Loewenstein, Aditi Sen, and Kevin Volpp).
4. "Do Emotions Improve Labor Market Outcomes?" in Emotion and Decision-Making, eds. Roy Baumeister and George Loewenstein, 2007, Russell Sage: New York (with Lorenz Goette)
5. "Affect as a Source of Motivation in the Workplace," in Emotion and Decision-Making, eds. Roy Baumeister and George Loewenstein, 2007, Russell Sage: New York (with Lorenz Goette).

Older Working Papers:

- "Do I Have What it Takes? Uncertainty About the Self and Equilibrium Search Outcomes," *IZA DP*, No. 2531 (with Armin Falk and Uwe Sunde).
- "Self-Confidence and Search," *IZA Discussion Paper, No. 2525* (with Armin Falk and Uwe Sunde).
- Seemingly Irrelevant Events Affect Economic Perceptions and Expectations: The FIFA World Cup 2006 as a Natural Experiment," *IZA DP*, *No. 2275* (Thomas Dohmen, Armin Falk, and Uwe Sunde).
- "Incentives and the Allocation of Effort Over Time: The Joint Role of Affective and Cognitive Decision Making." *IZA Discussion Paper*, *No. 2400* (with Lorenz Goette).
- "A Monthly Struggle for Self-Control? Hyperbolic Discounting, Mental Accounting, and the Fall in Expenditure Between Paydays," *IZA Discussion Paper,* No. 1430 (with Matias Barenstein).

Awards:

- Excellence in Refereeing Award, 2012, from the *American Economic Review*.

Keynote / Plenary Lectures and Panel Invitations (including scheduled):

- Plenary lecture for Behavioral Game Theory Conference, U. of East Anglia, 2026.
- Panelist on Behavioral Economics for Relational Contracting Workshop, 2024.
- Keynote for Bristol Workshop on Economic Policy Interventions and Behaviour, 2023.

Grants:

- Co-PI for Keynes Fund Grant, University of Cambridge *"Understanding Differences in Performance of Managers"* ($27,000; with Julia Shvets).
- Co-PI for MMRC Award through the Social Security Administration "*Time Discounting and Economic Decision Making Among the Elderly"* ($25,000; with Olivia Mitchell and Raimond Maurer).
- Co-PI for Fell Fund grant, University of Oxford *"Worker preferences and the response to dynamic incentives in the workplace"* ($30,000; with Johannes Abeler).
- Co-PI for Robert Wood Johnson/Donahue Foundation Grant *"Applying Behavioral Economics to Perplexing Problems in Health and Health Care Initiative"* ($100,000; with E. Bronchetti and E. Magenheim)

Refereeing Activities:

Agricultural Economics, American Economic Journal: Applied Economics, American Economic Journal: Microeconomics, American Economic Review, Econometrica, Economic Journal, European Research Council, Experimental Economics, Games and Economic Behavior, Journal of Behavioral Decision Making, Journal of Economic Psychology, Journal of Economic Theory, Journal of the European Economic Review, Journal of Finance, Journal of Labor Economics, Journal of Institutional and Theoretical Economics, Journal of Law, Economics, and Organization, Journal of Public Economics; Journal of Risk and Uncertainty, Journal of Theoretical Economics, Labour Economics, Management Science, National Science Foundation, Nature, Oxford University Press, Proceedings of the National Academy of Sciences, Quarterly Journal of Economics, Review of Economics and Statistics, Review of Economic Studies, Scandinavian Journal of Economics.

Invited Seminar and Workshop Presentations (including scheduled):

2026: ASSA meetings presenter, Philadelphia; WZB Seminar, Berlin; University of Konstanz Seminar; GEDEN seminar; SITE Psychology and Economics; NUS seminar; Renmin University seminar; Hong Kong University seminar; Stanford University GSB Marketing seminar; University of Michigan seminar; University of California, Berkeley seminar; University of Southern California seminar.

2025: ASSA meetings, discussant; University of Zurich; IZA workshop on mental models; University of Oxford; New York University; Advances with Field Experiments workshop, University of Chicago; Texas A&M; CESifo Behavioral Economics Workshop; Middlebury College.

2024: Bocconi University; Pompeu Fabra University; Behavioral Industrial Organization and Marketing workshop, University of Michigan; Relational Contracting Workshop, University of Linz; Brown University; Toulouse School of Economics; CESifo Behavioral Economics Workshop; Cultural Economics Workshop, Northwestern.

2023: Imperial College Business School; University of Oklahoma; University of Alicante; Warwick University; Cornell University; Advances in Field Experiments Conference, U. of

Chicago; Princeton University; Wharton School of Business; London School of Economics, Management Department.

2022: SUNY Buffalo; University of Copenhagen; Yale School of Management; SITE Experimental Economics workshop, Stanford; University of Oxford; Chicago Booth School of Business; CESifo Behavioral Economics conference, Munich; briq Climate Workshop, Bonn.

2021: NBER Summer Institute in Personnel Economics; SITE Psychology and Economics.

2020: University of Maryland; University of California, Berkeley; BEPIB Workshop, U. of Bristol; London Business School; Humbolt University, Berlin; Norwegian School of Economics, FAIR seminar series.

2019: ASSA session on formation of preferences; Princeton University Psychology and Economics seminar; IZA visitor seminar, Bonn; Columbia Business School seminar, New York; SOLE Meetings, Arlington; briq Beliefs Workshop, Bonn; Smeal College of Business, Penn State; Advances with Field Experiments Workshop, U. of Chicago; School of Information, U. of Michigan.

2018: Psychology and Economics Seminar, UC Berkeley; Applied Micro Seminar, University of Toronto; Advances with Field Experiments workshop, BU.

2017: CBDR Seminar, Carnegie Mellon School of Decision Sciences; Advances with Field Experiments workshop, University of Chicago; Behavioral Public Choice workshop, University of Vienna; Virginia Tech.

2016: High-Level Expert Group on the Measurement of Economic Performance and Social Progress, Sciences Po; SITE Experimental Economics, Stanford; SITE Psychology and Economics, Stanford; UVA Experimental Economics Conference; CESifo Behavioral Economics Conference, Munich; North American Economic Science Association Meeting, Tucson.

2015: Field Days Workshop at University of Edinburgh; University of British Columbia; Simon Fraser University; UC Santa Cruz; Erasmus University in Rotterdam

2014: University of Bonn; University of Southampton; London Business School; CESS workshop on decision making, University of Oxford; IMEBESS conference, Nuffield College, University of Oxford; University of East Anglia; University of Munich

2013: University of Zurich; Labor Economics Workshop in Honor of Orley Ashenfelter, Oberlin College

2012: University of Nottingham; Wharton School of Business; University of Tennessee; Field Days Workshop, WZB Berlin; Society of Labor Economists Meeting; Economic Science Association Meeting; Case Western University; Vassar College; George Mason University

2011: Advances With Field Experiments workshop, University of Chicago; SITE Workshop on Behavioral Economics, Stanford; Tilburg University; Economic Science Association Meeting; Lebow School of Business; Maastricht University; HEC Laussane; University of California, Santa Barbara; Rady School of Business; Symposium on Behavioral Economics, FDIC

2010: Carnegie Mellon, Department of Social and Decision Sciences; Workshop on Advances with Field Experiments, Wharton School; Royal Holloway; University of Pittsburgh; Federal Reserve Bank of Chicago

2009:Cornell University; Cemmap Workshop on Novel Measurement, IFS in London; ASSA Meetings, Session on Cognitive and Non-cognitive Skills; ISNIE Conference, Hass School of Business; Villanova Business School

2008: Wharton School of Business; Society of Labor Economists Meeting; University of Pittsburgh;
Princeton University; Conference on Understanding Economic Decision Making (SRC,NIA), Jackson Hole

2007: Columbia University; University College London; Humbolt University; University of Innsbruck; Universtiy of Lyon; Uppsala University; Tufts University
2006: University of Cambridge; New York University; Laboratory Economics and the Field (LEaf),University College London and LSE; ASSA Meetings, Session on Behavioral Labor Economics; European Economic Association Meeting; Federal Reserve Bank of Boston

International Conferences/Workshops Organization or Program Committee Service:

- Member of program committee for BDRM Conference, Cornell, 2026
- Primary organizer of Behavioral Economic Design Initiative (BEDI) conference, 2024
- Member of program committee for Behavioral Industrial Organization and Marketing conference, Ross School of Business, 2025, 2026
- IZA Topic Week on Behavioral and Organizational Economics, 2006
- IZA Workshop on Behavioral and Organizational Economics, 2005

Teaching (planned, current, and past):
Cornell University, Johnson College of Business: Undergrad strategy; undergrad behavioral economics elective; MBA behavioral economics elective; Ph.D. course on Behavioral and Experimental Economics. *U. of Pittsburgh:* Ph.D. course on Behavioral and Experimental Economics; Intermediate Microeconomics; Experimental Economics seminar; Capstone Course for the Masters in Quantitative Economics program. *U. of Oxford*: Graduate Behavioral Economics, Graduate Labor Economics, Intermediate Microeconomics, Introduction to Economics. *Swarthmore College:* Advanced Behavioral Economics, Experimental Economics, Introduction to Economics. *Wharton:* Risk Management. *U. of Bonn:* Graduate Behavioral Economics.

Graduate Supervision and Initial Placements:
Cornell University
Garrett Kohno (chair), current student
Robert Betancourt (chair), current student
Hanlei Xu (chair), current student

University of Pittsburgh:
Evan Piermont (committee member); Assistant Prof. Royal Holloway
Rachel Landsman (committee member); Assistant Prof. Bucknell University
Yiming Liu (chair); Assistant Prof. Humbolt University and WZB
Felipe de Araujo (chair); Assistant Prof. Lehigh University
Mallory Avery (chair); Monash postdoc
Diego Lame (committee member)
Kelly Hyde (co-chair), RAND
Kanatip Winichakul (committee member), Assistant Prof. Smith College
Marissa Lepper (committee member), Assistant Prof., Texas A&M, Ag. Econ
Neeraja Gupta (committee member), Assistant Prof., University of Richmond
Beatriz Ahumeda Sanhueza (co-chair), postdoc with John List
Daniel Banko-Feran (co-chair), postdoc at Georgetown University
Dor Morag (co-chair), Sports analyst for Pittsburgh Pirates
Jiachen Wang (committee member), private sector
Yinxiao Wang (committee member), private sector

University of Oxford:
Christopher Roth (chair until 2015); Assistant Prof. Warrick University

Alexis Grigorieff (co-chair); Tutorial Fellow St. Edmunds Hall, Oxford

Department and University Service at Cornell University:
Academic Affairs Committee (college), 2026
Ad Hoc Tenure Committee (department), 2026

Department and University Service at University of Pittsburgh:
Acting Director of Masters in Quantitative Economics program (Fall, 2023)
Department Chair (September, 2018 to August, 2021)
Dietrich School Nominating Committee (2024-2025)
Dietrich School Tenure Council, Alternate (2022, 2023)
Dietrich School of Arts and Sciences Planning and Budgeting Committee (2019- 2022)
Dietrich School Council (2019-2021)
Executive Committee (2015-2017, 2024)
Strategic Planning Committee (2015)
Senior Hiring Committees (2016, 2018, 2022)
Junior Hiring Committees (2016, 2019, 2020, 2023)
Graduate Admissions Committee (2016, 2022)
Various Tenure and Promotion Committees (Department)
Various Ad Hoc Tenure and Promotion Committees (University)