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GENDER Male

CITIZENSHIP German (US Permanent Resident)

ACADEMIC POSITIONS

7/2017 Assistant Professor, Haas School of Business, University of California Berkeley

AFFILIATIONS

5/2020 Faculty Research Fellow, National Bureau of Economic Research (NBER) Political Economy
8/2019 Affiliate, Institute for Research on Labor and Employment (IRLE)
5/2019 Affiliate, Bureau for Research and Economic Analysis of Development (BREAD)
8/2018 Faculty Affiliate, Center for Effective Global Action (CEGA)

EDUCATION

2017	Ph.D. Economics	London School of Economics
2012	MSc Economics (Research)	London School of Economics
2010	MSc Development Studies	London School of Economics
2009	BSc Economics	Humboldt-Universität zu Berlin

FIELDS OF INTEREST

Primary Fields: Political Economy, Economic History, Development Economics
Secondary Fields: Organizational Economics

PUBLICATIONS

“The Glittering Prizes: Career Incentives and Bureaucrat Performance”, with Marianne Bertrand, Robin Burgess and Arunish Chawla, *Review of Economic Studies*, vol. 87 (2), March 2020: pp. 626-655.

“The Colonial Origins of Fiscal Capacity: Evidence from Patronage Governors”, *Journal of Comparative Economics*, vol. 47 (2), June 2019: pp. 263-276.

“The Costs of Patronage: Evidence from the British Empire”, *American Economic Review*, Vol. 108, No. 11, November 2018: pp. 3170-98.

“Rewarding Schooling Success and Perceived Returns to Education: Evidence from India”, with Sandra Sequeira and Johannes Spinnewijn, *Journal of Economic Behavior & Organization*, Vol. 131, Part A, November 2016, pp. 373-392.

WORKING PAPERS

“Patronage for Productivity: Selection and Performance in the Age of Sail”, 2020, with Joachim Voht

“Social Proximity and Bureaucrat Performance”, 2020, with Robin Burgess and Marianne Bertrand

“Encouraging Others: Punishment and Performance in the Royal Navy”, 2020, with Joachim Voht

“A Glimpse of Freedom: Allied Occupation and Political Resistance in East Germany”, 2020, with Luis Martinez and Jonas Jessen

“How Does Collective Reputation Affect Hiring? Selection and Sorting in an Online Labour Market”, EOPP Paper 54, 2015

SELECTED WORK IN PROGRESS

“Bureaucratic Representation and State Responsiveness”

“Bureaucracy and Development”, in preparation for the *Annual Review of Economics* with Tim Besley, Robin Burgess, Adnan Khan

“The Costs of Employment Segregation: Evidence from the US Federal Government”, with Abhay Aneja

“The Internal Labor Market of the British Empire”, with Christian Dippel and Florian Hoffmann

“Political Polarization in the US Federal Government”, with Edoardo Teso and Jörg Spenkuch

TEACHING

2019 PHDBA297C Political Economy: Applications; EWMBA207 Ethics and Responsible Leadership, Berkeley Haas (Evening MBA program), MBA207 Ethics and Responsibility in Business (MBA); PHDBA297B Research Methods
Guest lectures: Political Economy, Berkeley (PhD)
Ethics and Governance: Berkeley Global Executive Education (Executive Education)

2018 MBA207 Ethics and Responsible Leadership, Berkeley Haas (MBA); Research and Theory in Business: Behavioral Science (PhD)
Guest lectures: Research Frontiers in Economics; Political Economy, Berkeley (PhD)

2016 – 2017 EC220 Introduction to Econometrics, LSE (Undergraduate, TA)
Guest lectures: Political Economy, London Business School (PhD)

2013 – 2014 DV431 Development Management, LSE (Graduate, Teaching Fellow)

2012 – 2015 EC206 The Global Economy, LSE-PKU Summer School (Undergraduate, TA)

2012 – 2016 EC307 Development Economics, LSE Summer School (Undergraduate, TA)

2012 – 2013 EC20 Introduction to Econometrics, LSE (Undergraduate, TA)

CONFERENCE AND SEMINAR PRESENTATIONS

2020 Stanford Economic History; University of Alberta *; Dartmouth *; LMU Munich; Northwestern Kellogg; Utah Winter Organizational and Political Economics conference; Northwestern War and Economic History conference *; Kellogg PED conference *; Barcelona GSE Summer Forum Organizational Economics *; SIOE *, Goethe University Frankfurt, Harvard Economic History Seminar (scheduled); BI Norwegian Business School Political Economy Conference (scheduled);

- Berkeley Economic History (scheduled); Berkeley Development (scheduled); Tsinghua PBC (scheduled) * Scheduled/accepted and cancelled due to COVID-19
- 2019 Northwestern Kellogg PED conference; University of Gothenborg; University of Houston; Chinese University of Hong Kong; NBER Organizational Economics Meeting; Barcelona GSE Summer Forum, New York University, CEPR Conference Incentives, Management and Organization (IMO); UCLA Anderson, German Economists Abroad Christmas Meeting, Goethe University
- 2018 North American Winter Meetings Econometric Society; UC Davis Economic History; UC Berkeley Economic History; UC Berkeley Political Economy; PacDev; Ohio State Bureaucracy Workshop; Stanford Quality of Governance Conference, Barcelona GSE Summer Forum; Calvo-Armengol Workshop Barcelona GSE; World Bank ABCDE; UCLA Anderson and BPP Workshop; Columbia GSB Organizational Economics Workshop; University of Iowa; Queen's University, Northwestern Kellogg Political Economy
- 2017 UC Berkeley Development seminar; NEUDC Tufts; Stockholm School of Economics; University of Uppsala; University of British Columbia, Political Economy seminar; UC San Diego Behavioral and Development seminar; Harvard Economic History Workshop; Conference on Comparative Political Selection, National School of Development, PKU; 33rd BREAD Conference on Development Economics, Stanford; Stanford-LSE Conference on Long-Range Development in Latin America; Northwestern Kellogg Strategy Rookie-Fest
- 2017 (JM) IESE; IIES; Bocconi; Stanford GSB; Chicago Booth; MIT Sloan; UCLA; USC; Berkeley Haas; CGDev; Columbia GSB
- 2016 European Winter Meeting of the Econometric Society, Edinburgh; SAEe Bilbao; Warwick, History and Development Workshop; Paris School of Economics Development Seminar; EUDN PhD Workshop on Development Economics, ULB; Uppsala University, Applied Micro Seminar; Development Economics Workshop, Oxford CSAE; European Doctoral Program Workshop, UPF; Annual Congress EEA-ESEM, Geneva; Evidence Based Economics Summer Meeting, LMU Munich; Verein für Socialpolitik AEL, Heidelberg; International Growth Week, LSE; Trans-Atlantic Doctoral Conference, LBS; Annual Conference of the Royal Economic Society, Sussex
- 2015 Brown Bag Seminar, Humboldt-Universität zu Berlin; Berlin Colloquium in Economic History, Humboldt-Universität zu Berlin
- 2014 CESifo Group Seminar; DIW Berlin, International Economics Seminar; Annual Congress EEA-ESEM, Toulouse; Warwick PhD Conference
- 2013 NEUDC Harvard Kennedy School; Asian Development Bank; European Doctoral Program Workshop; UC Louvain
- 2012 Annual Congress EEA-ESEM, Malaga
- 2011 Verein für Socialpolitik AEL, DIW Berlin; Annual Congress EEA-ESEM, Oslo

REFEREE SERVICE

AEJ: Applied, Econometrica, American Economic Review, American Economic Review: Insights, American Economic Review: Economic Policy; Review of Economic Studies, Review of Economics and Statistics, Journal of Labor Economics, Journal of Public Economics, Journal of Development Economics,

Journal of Economic History, Economica, Journal of Law, Economics and Organization, Journal of Urban Economics, Journal of Industrial Economics, British Journal of Political Science, Fiscal Studies

RESEARCH GRANTS

2020 IRLE Faculty Research Grant with Abhay Aneja
2019 Pearson Institute, University of Chicago with Luis Martinez and Jonas Jessen
Berkeley Haas Equity, Gender, and Leadership with Heather Sarsons
2018 IGC Research Grant with Sandra Sequeira and Daniela Scur
Pearson Institute, University of Chicago with Luis Martinez
2015 International Growth Centre Grant
STICERD Research Grant

RELEVANT POSITIONS HELD

2017 Consultant at World Bank
Consultant at Bank of England, Human Resource Analytics
2013 – 2014 LSE Teaching Fellow in International Development
2012 – 2013 Consultant at Asian Development Bank, Research Division
2010 – 2011 Research Associate at DIW Berlin

LANGUAGES

German Native
English Fluent
Chinese (Mandarin) Fluent spoken, basic written

HONORS AND SCHOLARSHIPS

2020 Hellman Fellowship
2019 “Club 6” Teaching Award (EMBA), “Club 6” Teaching Award (FTMBA)
2018 John Hicks Prize for Outstanding Doctoral Dissertation
2017 LSE Class Teacher Award
2016 Royal Economic Society Junior Fellowship
2014 LSE Class Teacher Award
2010 Best Overall Performance and Best Dissertation for MSc
2007 Friedrich-Ebert-Foundation Fellowship