

Marie Claire Villeval

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EDUCATION

Habilitation (HDR), Economics, University Lyon 2, May 1996

Ph.D. Economics, University Paris X - Nanterre, January 1983.

M.S. Economics (DEA), University Paris X - Nanterre, September 1979.

B.A. Economics (Maîtrise), University of Nancy, 1978.

POSITIONS HELD

Director of the GATE research Institute (2007-present).

Research Professor (Director of Research I), CNRS – GATE, University of Lyon (2006-present);
Director of Research II (1998-2006); Research Fellow (1997-1998).

Research Fellow, CNRS – ECT, University of Lyon (1991-1996).

Research Fellow, CNRS – EPS, University of Nancy (1982-1990).

Visiting Scholar, Snyder Fellow, University of California at Santa Barbara, U.S.A. (February 2008)

Visiting Professor, University of Aarhus, Denmark (September 2007, April 2008)

Visiting Scholar, Appalachian State University, U.S.A. (November 2006)

Visiting Scholar, University of Montreal – CIRANO, Canada (every year since 2000)

Visiting Scholar, Aarhus School of Business, Denmark (December 2002, October 2004)
Visiting Scholar, University Laval, Quebec, Canada (April 2001, October 2002, February 2006)
Visiting Scholar, University of Western Sydney, Australia (May 2003)

OTHER AFFILIATION

IZA (Institute for the Study of Labor) Research Fellow, Bonn

OTHER RESPONSIBILITIES

Member of the Executive Committee of the European Association of Labour Economists (1993-2001); Treasurer of the EALE (1998-2001); Chairperson of the EALE Nomination Committee (2001-present).

Coordinator of the EMIR research program (ANR) (2007-2010)

Member of the Executive Committee of the French Economic Association (AFSE) (2002-present)

Vice-president of the Scientific Committee of the “Journées de l’Economie” (2007-present)

Member of the Scientific Committee of the European Workshop on Experimental and Behavioral Economics (EWEBE) (2007)

Member of the Scientific Committee of the French Network on Experimental Economics (2002-present)

Member of the Scientific Committee of the Joint conference of the Society for the Advancement of Behavioral Economics and International Association for Research in Economics and Psychology (2006).

Member of the Scientific Committee «Labor – Employment – Social Transfers» at the Commissariat Général du Plan (1994-2003).

Member of the Advisory Board of the Max Planck Institute in Economics (2008-2014)

Member of the European Science Foundation pool of advisers (2006-present)

Adviser for PhD applications at the Ecole Normale Supérieure, Ulm.

Member of the National Committee of the National Center for Scientific Research and its Bureau (2000-2004)

Member of the Group of Advisers at the Ministry of Education and Research, Economics (2004-present)

Member of Recruitment Committees at the Universities of Lyon 2 (2000-present) and Montpellier 1 (2004-present), and at the University of Aarhus, Denmark (2007)

Member of the Doctoral Program Committee (Ecogest), University Lyon 2 (2005-2007)

Member of the Steering Committee, GATE (1997-present). Head of the research group “Micro-economics of Labor and Employment” at GATE (1997-2006). Organizer of the GATE Seminar program (1997-2007)

RESEARCH INTERESTS

Experimental Economics, Behavioral Economics, Personnel Economics, Public Economics

WORK IN PROGRESS

Adverse selection and competition (with A. Cabrales, U. Carlos III, Madrid, and G. Charness, U. of California at Santa Barbara)

Sorting and Gender (with N. Datta Gupta, Danish National Center for Statistics), and A. Poulsen, U. of East Anglia)

Evaluation and feedback (with T. Eriksson, ASB, and A. Poulsen, UEA)

Quitting behavior and peer effects (with R. Slonim, Case Western Reserve U.)

Peter’s Principle (with D. Dickinson, Appalachian State U.)

Leadership and cooperation (with E. Arbak, CNRS)

Aging (with Gary Charness, UCSB)

Effort and intermittent reinforcement (with Robin Hogarth, U. Pompeu Fabra, Barcelona)

Effort, Comparison Income and Inequality Aversion (with A. Clark, PSE, and D. Masclet, CNRS)

Goal contagion effect (with F. Martinez, U. of Lyon)

Ratchet effect (with G. Charness and P. Kuhn, U. of California at Santa Barbara)

Moral judgments and action (with A. Rustichini, U. of Cambridge and M. Joffily, ISC)

Sanctions and Communication (with C. Noussair, U. of Tilburg, and D. Masclet, CNRS)

Emotions and sanctions (with M. Joffily, C. Noussair, U. of Tilburg, D. Masclet, CNRS)

Emotions and Tax Evasion (with G. Coricelli and M. Joffily, ISC-CNRS and C. Montmarquette, UdM, CIRANO; with E. Rusconi, UCL London)

Public Goods and Individual Responsibility (with C. Montmarquette, UdM and CIRANO, and L. Levy-Garboua, CES, U. Paris I)

RECENT PUBLICATIONS

Masclet, D., Villeval, M.C. Punishment, Welfare and Inequality: A Public Good Experiment
Forthcoming in *Social Choice and Welfare*.

Eriksson, T., Villeval, M.C. Other-Regarding Preferences and Performance Pay. An Experiment
on Incentives and Sorting. Forthcoming in *Journal of Economic Behavior and
Organization*.

- Eriksson, T., Teyssier, S., Villeval, M.C. Does Self-Selection Improve the Efficiency of Tournaments? Forthcoming in *Economic Inquiry*.
- Dickinson, D., Villeval, M.C. (2008). Does Monitoring Decrease Work Effort? The Complementarity Between Agency and Crowding-Out Theories. *Games and Economic Behavior*, 63, 56-76.
- Montmarquette, C., Lévy-Garboua, L., Villeval, M.C. (2008). Individual Responsibility and Tax Policy. *Economie et Prévision*, 82 2008-1, 19-31 (in French).
- Fortin, B., Lacroix G., Villeval M.C. (2007). Tax Evasion and Social Interactions. *Journal of Public Economics*, 91, 2089–2112.
- Villeval, M.C. (2007). Experimental Economics: Contributions, Recent Developments, and New Challenges. *French Politics*, Palgrave.
- Villeval M.C. (2006). Note on Human Capital over the Life Cycle, *Economic Record*, 82(2).
- Clark, A., Masclet, D., Villeval, M.C. (2006). Effort, Income and Rank. An Experimental Study. *Revue Economique*, 57(3), 635-644 (in French).
- Villeval, M.C. (2005). New Working Conditions: Satisfaction or Resignation ? », *Revue Economique*, 2, 237-244 (in French).
- Montmarquette, C., Rullière, J.L., Villeval, M.C., Zeiliger, R. (2004). « Redesigning Teams and Incentives in a Merger : An Experiment with Managers and Students », *Management Science*, 50(10), 1379-89.
- Keser, C., Rullière, J.L., Villeval M.C. (2004). The Paradox of Union Membership: A Public Good Approach, *Economie et Prévision*, 164-165 (3-4), 81-92 (in French).
- Tournadre, F., Villeval, M.C. (2004). Learning from Strikes, *Labour Economics*, 11, 243-264.
- Malgrange, P., Rullière, J.L., Villeval M.C. (2004). Personnel Economics: Strengths and Weaknesses of Incentives, *Economie et Prévision*, 164-165 (3-4), 1-15 (in French).
- Masclet, D., Noussair, C., Tucker, S., Villeval, M.C. (2003). Monetary and Non-Monetary Punishment in the Voluntary Contributions Mechanism, *American Economic Review*, 93 (1), 366-380.
- Meidinger, C., Rullière, J.L., Villeval M.C. (2003). Does Team-Based Compensation Give Rise to Problems when Agents Vary in their Ability?, *Experimental Economics* 6, 253-272.
- Rullière, J.L., Villeval, M.C.(2003). Personnel Economics: Theoretical Perspectives and Empirical Evidence, *International Journal of Manpower* 24 (7).
- Tournadre, F., Villeval, M.C. (2002). Wage Escalation and Conflicts : Experimental Evidence, *Revue d'Economie Politique*, 112 (1), 157-171 (in French).
- Crifo-Tillet, P., Villeval, M.C. (2001). New Organizational Forms, Learning and Incentive-Based Inequality, *International Journal of Manpower*, 22 (1/2), 83-97.
- Meidinger, C., Rullière, J.L., Villeval, M.C. (2000). Fairness and Free-Riding in Principal – Multi-Agent Relationships : Experimental Evidence, *Rivista Internazionale di Scienze Sociali*, 153, Oct.-Dec., 409-434.

Bouabdallah, K., Villeval, M.C. (2000). Is there an innovation wage-premium?, *Actualité Economique*, vol.76, n°2, June, 225-236 (in French).

CHAPTERS IN BOOKS

Villeval, M.C. (2002). « Comment on Technological Change and Employment: A Critical Survey », in N. Greenan, Y. Lhorte, J. Mairesse (eds.), “Productivity, Inequality and the Digital Economy”, Boston, The MIT Press, 133-137.

Villeval, M.C. (2001). « Regulation theory among theories of institutions », in Boyer R. (ed.), «Regulation Theory : the State of Art », Boston, Kluwer Academic Publishers.

Villeval, M.C. (2000). «Discussion on Increasing Competition and Changing Work Organization », in L. Clarke, P. de Gijssel et J. Janssen (eds.), « The Dynamics of Wage Relations in the New Europe », Boston, Kluwer Academic Publishers.

UNPUBLISHED WORKING PAPERS

(most are downloadable at
http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=363396)

Eriksson, T., Poulsen, A., Villeval, M.C. (2008). Feedback and Incentives. IZA Discussion Paper 3440, Bonn.

Dickinson, D., Villeval, M.C. (2007). The Peter Principle: An Experimental Test. IZA Discussion Paper 3205, Bonn, and GATE WP 07-28.

Coricelli, G., Joffily, M., Montmarquette, C., Villeval, M.C. (2007). The Physiognomics of Tax Evasion: Cheating Rationally or Deciding Emotionally? IZA Discussion Paper 3103, Bonn, and GATE WP 07-24.

G. Charness, M.C. Villeval (2007). Are Older Workers Really More Risk-Averse and less Adaptable? *IZA Compact*, March, 5-6.

Lévy-Garboua, L., Montmarquette, C., Villeval, M.C. (2007). Individual Responsibility and the Funding of Collective Goods. GATE WP-07-18 and IZA Discussion Paper 3041, Bonn.

Charness, G., Villeval, M.C. (2007). Cooperation, Competition, and Risk Attitudes: An Intergenerational Field and Laboratory Experiment, IZA Discussion Paper 2574, Bonn.

Arbak, E., Villeval, M.C. (2007). Endogenous Leadership - Selection and Influence. GATE WP 2007-07, and IZA Discussion Paper 2732, Bonn.

Cabrales, A., Charness, G., Villeval, M.C. (2006). Competition, Adverse Selection and Efficiency. GATE WP 06-05 and IZA Discussion Paper 2296, Bonn.

Clark, A., Masclet, D., Villeval, M.C. (2006). Effort and Comparison Income. Experimental and Survey Evidence. GATE WP 06-01 and IZA Discussion Paper 2179, Bonn.

Datta Gupta, N., Poulsen, A., Villeval, M.C. (2005). Do (Wo)Men Prefer (Non)Competitive Jobs? GATE WP 05-12 and IZA Discussion Paper 1833.

Koenigstein, M., Villeval, M.C. (2005). The Choice of the Agenda in Labor Negotiations: Efficiency and Behavioral Considerations. GATE WP 8-2005 and IZA Discussion Paper 1762.

Meidinger, C., Villeval, M.C. (2003). Leadership in Teams : Signaling or Reciprocating ?, GATE WP 02-16 and MSE WP 2003, University of Paris I.

EDITORIAL ACTIVITY

Member of the Scientific Committee of the French Economic Review (*Revue Economique*) (2008-present).

International Journal of Manpower, special issue on Personnel Economics (2003).

Economie et Prévision, special issue on the Economics of Human Resources (2004).

Journal of Economic Psychology, special issue on Incentives, Competition and Cooperation (2008).

REFEREEING ACTIVITY

American Economic Review, Contemporary Economic Policy, Econometrica, Economic Inquiry, Economic Theory, Economie et Prévision, European Economic Review, Experimental Economics, Games and Economic Behavior, Industrial and Corporate Change, Journal of Economic Behavior and Organization, Journal of Economic and Management Strategy, Journal of Economic Psychology, Journal of Institutional and Theoretical Economic, Journal of Public Economics, Labour Economics, Louvain Economic Review, Management Science, Organization Science, Review of Economic Studies, Revue Economique, Theory and Decision.

RECENT CONFERENCES

2008: *European Association of Labour Economists*, Amsterdam (September); *Economic Science Association*, European Meeting, Lyon (September); *Economic Science Association*, World Meeting, Pasadena (June); Workshop on Tournaments, Contests and Relative Performance Evaluation, Raleigh (February)

2007: *Society for Psychophysiological Research*, Savannah (October); *European Association of Labour Economists*, Oslo (September); *Economic Science Association*, World Meeting, Rome (June); *Journées de Micro-économie Appliquée*, Fribourg (May); *French Economic Association* conference (AFSE), Lyon (May); *3rd International Meeting on Experimental and Behavioral Economics*, Malaga (March).

2006: *European Association of Labour Economists*, Prague (September); *Economic Science Association*, European Meeting, Nottingham (September); *APET* Conference, Hanoi (July);

World Congress *IAREP-SABE*, Paris (July); *Economic Science Association*, World Meeting, Atlanta (June); *Journées de Micro-économie Appliquée*, Nantes (June); 2nd International Meeting on Experimental and Behavioral Economics, Valencia (May); *Canadian Economic Association*, 40th Annual Meeting, Montreal (May).

2005: *Southern Economic Association*, Washington (November); *Economic Science Association*, *North-American Meeting*, Tucson (October); *Association Française de Sciences Economiques* (September); *Economic Science Association*, *World Meeting*, Montreal (June); *European Society for Population Economics*, Paris (June); *Society of Labor Economics – European Association of Labour Economists*, San Francisco (May); *Journées d’Economie Expérimentale*, Rennes (June); *Journées de Micro-Economie Appliquées*, Hammamet (May).

2004: *Economic Science Association*, *North-American Meeting* (Tucson); *European Association of Labour Economists Conference*, Lisbon (September); *Public Economic Theory*, Beijing (August); *Economic Science Association*, Amsterdam (June); *Société Canadienne de Sciences Economiques*, Quebec (May); *Society of Labor Economists*, San Antonio (April); *American Economic Association*, San Diego (January).

2003: *European Association of Labour Economists Conference*, Sevilla (September); *Society for the Advancement of Behavioral Economics*, Lake Tahoe (July); *Economic Science Association Conference*, Pittsburgh (June); *Journées de Micro-Economie Appliquée*, Montpellier (June); *ESRC Conference on Pay, Incentives and Performance*, Bristol (April).

2002: *Economic Science Association*, Strasbourg (September); *European Association of Labour Economists*, Paris (September); *Public Economic Theory*, Paris (July); *Economic Science Association*, Boston (June); *Journées de Micro-économie Appliquées*, Rennes (June); *French Conference on Experimental Economics*, Paris (May); *French Economic Association conference* (AFSE), Lyon (May).

2001: *European Association of Labour Economists*, Jyväskylä (September); *European Economic Association*, Lausanne (August); *Society for the Advancement of Economic Theory*, Ischia (July); *Economic Science Association*, Barcelona (June); *Journées de Micro-économie Appliquée*, Nancy (June); *Journées d’Economie Expérimentale*, Strasbourg (May).

2000: *Economic Science Association*, Regional Meeting, Amsterdam, (October); *European Economic Association*, Bolzano (September); 1st World Conference *Society of Labor Economists (SOLE) – European Association of Labour Economists (EALE)*, Milano, (June); *Economic Science Association* conference, New-York (June); 17^{èmes Journées de Micro-économie Appliquée, Québec (June).}

INVITED SEMINARS AND WORKSHOPS

2008: NBER Summer Institute Empirical Personnel Economics Workshop, Cambridge (July); Behavioral and Experimental Economics Symposium, University of Maastricht (June);

University of Nice (June); University of Liege (May); University of Aarhus (April); ANR Workshop on motivation, University of Paris 1 (February); University of California at Santa Barbara (February).

2007: University of Tilburg (December); 2nd EWEBE Workshop, University of Lyon (December); University of Rennes (October); University of Copenhagen (September); University of Aarhus, CCP (September); Workshop on The Economics of the Workplace, University of Rotterdam (June); ANR workshop on Risk Attitude. Emotions and tax evasion, University of Montpellier (May); INSEE, Paris (May); University of Nottingham (April); Aarhus School of Business (April); IZA, University of Bonn (April); Conference on the Experimental Methods in Social Sciences (AFSP-GAEL, CERAPS, CEVIPOF, PSE, Ecole Polytechnique), Paris (January); University of Rennes (January).

2006: Workshop on Coordination in Imperfect Markets, Supélec, Gif sur Yvette (December); 1st EWEBE Workshop, University of Valencia (December); Econ Club, Boone, U.S.A. (November); Appalachian State University, Boone, U.S.A. (November); Workshop on the Analysis of Firms and Employees: Quantitative and Qualitative Approaches (CAFE), IAB, Nuremberg (September); IAREP-SABE World Meeting, Final Round Table (July); Centre d'Etudes de l'Emploi, Paris (June); International Workshop On Behavioural Game Theory and Experiments, University of Naples, Capoue, (May); University of East Anglia, Norwich (March); University of London, Royal Holloway (March); Université de Rennes, CREM (March); Université Laval, Québec (February); Workshop on Incentives and Communication, University of California at Santa Barbara (February); Université de Paris I (January).

2005: University of Friburg, Switzerland (December); Workshop on Gender and the Labor Market, University of Stanford (November); NBER Summer meeting, Cambridge (July); Workshop on Utility and Inequality, PSE, Paris (June); Experimental Public Economics Workshop, Andrew Young School of Policy Studies, Georgia State University, Atlanta (May); Tinbergen Institute, University of Amsterdam (May); Ringberg Workshop, Max Plank Institut, Tegernsee (February).

2004: University of Erfurt (December); Interdisciplinary Workshop on cross-cultural studies, University of Montpellier (November); Aarhus School of Business (October); Association Française de Sciences Economiques, Round Table on the future of the economic profession, Paris (September); GREQAM, University of Aix-Marseille (April).

2003: Ecole de Management, Lyon (June); University of Western Sydney, Campbelltown Campus, Australia (June); University of Western Sydney, Paramatta Campus (May); Workshop on Leadership and Social Interactions, Lyon (March); University of Dijon (March); ATOM, University of Paris 1 (March).

2002: CLS, Aarhus Business School (December); ENS Ulm – Midis d'Economie et Philosophie, Paris (December);

2001: CIRANO, University of Montréal (November); CREST – LEI, Paris (May); CIRANO, University of Montréal (February).

2000: Arn Ryde Symposium, University of Lund, Sweden (November); LEA – GREQAM – CORE, Aix en Provence (June); Workshop on "Nouvelles Formes d'Organisation du Travail, CEPREMAP, Paris (May); Workshop on « Changement technologique, Innovation et espace", INRA, Dijon (March); ERUDITE, University Paris XII (March, 2000); CIRANO, University of Montréal (February); CREFA, University Laval of Québec (February).

ORGANIZATION OF CONFERENCES

Exhibition on Experimental Economics, *Journées de l'Economie*, Lyon, November 2008.

European Meeting of the *Economic Science Association*, Lyon, September 25-28, 2008

2nd *European Workshop on Experimental and Behavioral Economics* (EWEBE2), Lyon, December 7-8, 2007

Conference of the *French Economic Association* (AFSE) and Experimental Economic Network on Behavioral Economics and Experiment, Lyon, May 23-25, 2007.

Workshop on Utility and Inequality, PSE Jourdan Paris, with A. Clark and C. Senik, June 10-11, 2005.

Meeting of the HR-FIDEXE application for a European Integrated Project (Human Resources-Field Data and EXPERiments), Lyon, October 10-11, 2003.

Workshop on “Leadership and Social Interactions”, Lyon, March 28-29, 2003.

Conference of the *French Economic Association* (AFSE) on Personnel Economics, Lyon, May 16-17, 2002.

Summer School on Experimental Methods in Economics EME 2000, Lyon, July 3-7, 2000, and EME 2001, Lyon, 15-20 June, 2001.

7th Conference of the *European Association of Labour Economists*, Lyon, September 1995.

RECENT GRANTS

ANR (2007-2010). EMIR (Experiments on Motivation, Incentives and Rationality)

Rhône-Alpes Regional Council, CIBLE (2006-2008 and 2000-2003).

Ministry of Social Affairs and Employment – DREES- MiRe (2006-2008 and 2004-2005).

Ministry of Research - FNS - ACI International (2004-2006).

Coordinator of an application to an Integrated Project in the 6th European Framework Program: Human Resources – Field Data and EXPERiments (HR- FIDEXPE).

Ministry of Research - FNS (2003).

Ministry of Employment – DARES (2002 and 2000-2001).

Commissariat Général du Plan (2001-2002).

ANVIE and ACI "Travail" at the Ministry of Research (2000-2003).

CNRS - APN (2000-2002).