

## **BRICE CORGNET**

Date of birth: 02/22/1978, French citizen.

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### **Education:**

Ph.D. in Economics, University Carlos III Madrid (*Summa Cum Laude*), 2001-June 2006.  
M.Sc. in Banking and Finance, University of Birmingham (*Distinction*), 2001.  
M.Sc. in International Finance, University Montesquieu Bordeaux IV (*Highest Honors, rank 1*), 2001.  
Maîtrise in Economics, University Montesquieu Bordeaux IV (*Highest Honors, rank 1*), 2000.

### **Research & Teaching Interests:**

*Management & Organizational Economics*: employee participation, goal setting, incentive theory and personnel economics.  
*Behavioral Economics & Decision Sciences*: reciprocity models, cognitive reflection, ambiguity and risk.  
*Behavioral & Corporate Finance*: risk and ambiguity, market design, market efficiency and bubbles.  
*Experimental Methods*: virtual firms and markets, cloud-based experiments.

### **Academic positions:**

*Associate Professor.*: EM Lyon Business School, GATE, 2016-present  
*Assistant Professor*: Argyros School of Business and Economics, Chapman University -US- (2011-2016)  
*Research Associate Professor*: Economic Science Institute (ESI), Chapman University (2010-present)  
*Assistant Professor*: Business Department, University of Navarra -Spain- (2006-2010)  
*Visiting Professor*: Burgundy Business School -France- (2008-2010)  
*IFREE Visiting Research Associate*: ESI, Chapman University, (Fall 2008, Fall 2009)  
*Visiting Researcher*: Interdisciplinary Center for Economic Science, George Mason University -US- (Spring 2007)  
*Teaching Assistant*: University Carlos III -Spain- (2001-2006)

### **Teaching:**

*Corporate Finance (Msc)*: EM Lyon.  
*Behavioral Economics and Finance (PhD)*: GATE, EM Lyon.  
*International Finance*: Argyros School of Business and Economics, Chapman University.  
Upper-division: Fall 2011; Spring 2012 and Fall 2012; Spring 2013 and Fall 2013; Spring 2014; Spring 2015.  
*Multinational Financial Management*: Argyros School of Business and Economics, Chapman University.  
MBA: Fall 2014-2015.  
*Organizational Experimental Economics*: International Foundation for Research in Experimental Economics (IFREE)  
Graduate workshop: January 2013-2015, ESI, Chapman University.  
*Economics of Organizations*: University of Navarra, 2007-2008, 2008-2009, 2009-2010  
*Organizational Behavior*: Burgundy Business School, 2008-2009, 2009-2010  
*Microeconomics*: University of Navarra, 2006-2007, 2008-2009, 2009-2010  
*Economics of Organizations*: University Carlos III, 2004-2006  
*Asset management*: University Carlos III, 2004-2006  
*Statistics and Econometrics*: University Carlos III, 2001-2004

### **Grants, Honors and Scholarships:**

2013-2014: US Justice Charitable Foundation (Co-PI researcher with S. Rassenti), (\$25,000)  
2011-2013: Volkswagen Chair Grant (PI), University of Navarra (\$15,000)  
2010-2012: Spanish Ministry Research Grant  
2008: IFREE (Vernon Smith Foundation) Grant  
2008-10: Research Prize, University of Navarra.  
2006: Research Grant, Instituto Valenciano de Investigaciones Económicas.  
2001-2006: University Carlos III Ph.D Scholarship.  
1999-2000: First Prize for Academic Excellence, Highest GPA, Master in Economics and Master in Finance (University Montesquieu Bordeaux IV).

### Main publications

“Goal Setting and Monetary Incentives: When Large Stakes Are Not Enough” (2015).  
**Management Science**, *In Press* Published Online: March 13, 2015 (with J. Gomez and R. Hernan).

“The Cognitive Basis of Social Behavior” (2015).  
**Frontiers in Behavioral Neuroscience**, 9, 00287 (with A. Espín and R. Hernán)

“Why Real Leisure Really Matters: Incentive Effects on Real Effort in the Laboratory” (2015)  
**Experimental Economics** (18) 2, 284-301 (with R. Hernan and E. Schniter).

“Firing Threats and Tenure in Virtual Organizations: Incentives Effects and Impression Management” (2015).  
**Games and Economic Behavior** (91), 97-113 (with R. Hernan and S. Rassenti).

“Peer Pressure and Moral Hazard in Teams” (2015)  
**Review of Behavioral Economics**, *In Press* (with R. Hernan and S. Rassenti).

“The Effect of Earned vs. House Money on Price Bubble Formation in Experimental Asset Markets” (2014)  
**Review of Finance** 19(4), 2015 (with R. Hernan, P. Kujal and D. Porter).

“Don’t Ask Me If You Will Not Listen: The Dilemma of Participative Decision Making” (2014)  
**Management Science**, (60) 560-585. (with R. Hernan).

“Surf’s Up: Reducing Internet Abuse Without Demotivating Employees” (2014)  
**Academy of Management Best Paper Proceedings**, (1) 13761 (with B. Gunia and R. Hernan).

“Ambiguity in Experimental Asset Markets with Bubbles” (2013)  
**Economic Journal**, (6) 699-737. (with P. Kujal and D. Porter).

“Are a You Good Worker or Simply a Good Guy: Contract design and Influence Costs” (2013)  
**Journal of Economic Behavior and Organization**, (92) 259-272. (with I. Rodriguez).

“Peer Evaluations in Teams: When Friends Do Worse Than Strangers” (2012)  
**Economic Inquiry**, 49 (1) 171-181.

“My teammate, myself and I: Experimental evidence on equity and equality norms” (2011)  
**Journal of Socio-Economics**, (40), 347-355. (with A. Sutan and R. Veszteg).

“The effect of reliability, content and timing of public announcements on asset trading behavior” (2010)  
**Journal of Economic Behavior and Organization**, 76, (2), 254-266. (with P. Kujal and D. Porter).

“Team Formation and Self-serving Biases” (2010)  
**Journal of Economics and Management Strategy**, 20 (1), 117-135.

“Did I do That? Group Positioning and Asymmetric Attributional Bias” (2010)  
**Negotiation Conflict and Management Research**, 3 (4), 358-378. (with B. Gunia).

### Newest and forthcoming papers:

“What Makes a Good Trader: One the Role of Quant Skills, Behavioral Biases and Intuition on Trader Performance”  
Working Paper 15-17 Chapman University (<http://goo.gl/HiASzZ>) (with M. DeSantis and D. Porter).

“Revisiting Information Aggregation in Asset Markets: Reflective Learning & Market Efficiency”  
Working Paper 15-15 Chapman University (<http://goo.gl/VcYpuw>) (with M. DeSantis and D. Porter).

“The Effect of Participative and Autocratic Leadership in Workgroup Social Dilemmas: An Examination of Cyberloafing in a Virtual Organization.” (2015)  
**Games** 6 (4), 588-603 (with R. Hernan and M. McCarter)

“Cognitive Reflection and the Diligent Worker: An Experimental Study of Millennials.” (2015) 10 (11), **PLoS ONE**.  
(with R. Hernán and R. Mateo)

“To trust, or not to trust: Cognitive reflection in trust games.” (with A. Espin, R. Hernan, P. Kujal and S. Rassenti).  
(forthcoming **Journal of Behavioral & Experimental Economics**)

“Revisiting the Tradeoff Between Risk and Incentives: The Shocking Effect of Random Shocks.”  
(with R. Hernan) (under revision)

“On the Merit of Equal Pay: When Influence Activities Interact with Incentive Setting.” (with L. Martin, P. Ndodjang,  
A. Sutan) (under revision)

“Surf’s up: The Motivational Implications of Organizational Solutions to Cyberloafing” (with B. Gunia and R.  
Hernan) (under revision)

### **Other publications:**

“Market Bubbles” forthcoming (2014) (with P. Kujal and D. Porter) in **Real World Decision Making: An  
Encyclopedia of Behavioral Economics**, ed. M. Altman, at Praeger.

Mon équipe et moi: une expérience sur les normes d’équité et égalité (with A. Sutan and R. Veszteg), **Revue  
Economique**, vol 61 (4), 771-782, 2010.

### **In the Media:**

“There’s a productive way to approach wasting time online”, *Quartz*, August 28<sup>th</sup> 2016.  
<http://qz.com/768152/theres-a-productive-way-to-approach-wasting-time-online>

“How to increase productivity by stopping cyberloafing Giving employees a say has a huge impact on stopping  
wasteful Internet surfing”, *Science Daily*, January, 20, 2016.  
<https://www.sciencedaily.com/releases/2016/01/160120111527.htm>

“Downside of Big-Brother Monitoring” with Brian Gunia and Roberto Hernán-González, *Wall Street Journal*, October  
31<sup>st</sup> 2013.

“How Peer Pressure Stops Freeloaders On Team Projects” with Stephen Rassenti, *Business Insider*, January 28<sup>th</sup> 2013.  
<http://www.businessinsider.com/how-to-stop-people-from-freeloading-2013-1>

“Seated for Harmony” with Brian Gunia, Press release: *Human Resource Executive*, *KLTV News*, September 2<sup>nd</sup> 2010.

**Referee reports 2015:** *Econometrica*, *Management Science*, *Journal of the European Economic Association*, *Games & Economics  
Behavior*, *NSF*, *Swiss National Science Foundation*, *Economic Inquiry*, *Journal of Economics and Management Strategy*, *Journal of  
Behavioral and Experimental Economics*, *Southern Economic Journal*, *Managerial and Decision Economics*.

### **Software:**

I developed the computer software *Virtual Organizations* for conducting research experiments as well as for teaching  
purposes in disciplines ranging from Corporate Finance to Organizational Economics. This software has been  
developed in collaboration with *CYDeveloper LLC* starting in 2009. The software has already been used for hundreds  
of experiments and a total of more than 5,000 participants (in the US and Europe) over the last four years. See  
website here: <https://sites.google.com/site/virtualorganization/>

**Languages:** fluent in English, French (native) and Spanish. Extensive teaching experience in the three languages.

### **Conferences and Invited Presentations (last 5 years):**

“*Incentives in the wild... wild ... lab*”

Nottingham Workshop on Incentives and Social preferences & London Experimental Workshop, November 2016.

“*Informational Efficiency in Market*”

Nice workshop in Experimental Finance and Macroeconomics, September 2016.

*“What Makes a Good Trader?”*

Experimental Finance Conference, Chapman University, January 2016.

*“Revisiting Information Aggregation in Asset Markets: Reflective Learning & Market Efficiency”*

Experimental Finance Conference, Netherlands, July 2015; Nottingham Business School, July 2015.

*“Influence Costs and Contract Design”*

ASFE Conference, Lyon, July 2015.

*“Cognitive Reflection and the Diligent Worker: An Experimental Study of Millennials”*

Economic Science Association Meeting Conference, Atlanta, November 2014; Claremont Graduate University, November 2014.

*“Revisiting the Tradeoff Between Risk and Incentives: The Shocking Effect of Random Shocks”*

FUR Conference, Rotterdam, July 2014; USC, LABEL workshop, May 2014; Nottingham University (CEDEX), July, 2015

*“Surf’s Up: Reducing Internet Abuse Without Demotivating Employees”*

Economic Science Association Meeting, Zurich, July 2013

*“Peer Pressure and Moral Hazard in Teams: Experimental Evidence”*

Economic Science Association Meeting, Tucson, November 2012

*“Real Effort, Real Leisure and Real-time Supervision: Incentives and Peer Pressure in Virtual Organizations”*

SABE (Society for the advancement of Behavioral Economics), Granada, July 2012

Economics and Finance seminars, University of Navarra, June 2012

Professional presentation: *“Virtual Organizations in real firms”*, which was presented to Volkswagen executives, Navarra.

*“Ambiguity in Experimental Asset Markets”*

Economic Science Association Meeting, Tucson, November 2010

*“The Power of Words in Experimental Asset Markets”*

ESI, Chapman University, May 2010

*“Virtual Organizations”*

GATE Laboratory CNRS, Lyon, January 2010; LAMETA Laboratory, Montpellier, May 2010

*“Peer Evaluations in Teams: When Friends Do Worse Than Strangers”*

SEET conference, Marrakech, January 2010; ADRES Conference, Lyon, January 2010