PROF. DR. OLIVER GÜRTLER
CURRICULUM VITAE

University of Cologne
Department of Economics
Albertus-Magnus-Platz
50923 Cologne, Germany
Phone: +49 221 470 1450
Email: oliver.guertler@uni-koeln.de

EDUCATION

10/2011 – 10/2016	Studies of Mathematics at *University of Hagen.*
07/2006 – 04/2009	Habilitation at *University of Bonn.*
04/2003 – 07/2006	Doctoral studies (graduation with *summa cum laude*) at *University of Bonn.*
10/1998 – 02/2003	Studies of Economics at *University of Bonn.*

PROFESSIONAL EXPERIENCE

Since 11/2009	University Professor at the Department of Economics of *University of Cologne.*
06/2017 – 12/2021	Affiliated Professor at the *Linnaeus University Centre for Discrimination and Integration Studies*
09/2009 – 12/2009	Lectureship for "Advanced Organization" at *WHU Vallendar.*
10/2007 – 03/2008	Lectureship for "Ausgewählte Bereiche personalwirtschaftlicher Forschung" ("Selected Topics in Human Resources Management") at *University of Cologne.*
04/2003 – 09/2009	Research Assistant at the Chair BWL II (Business Administration II) at *University of Bonn.*
10/2001 – 02/2003	Student Assistant at Wirtschaftstheoretische Abteilung III (Department of Economic Theory III) at *University of Bonn.*
10/1999 – 09/2001	Student Assistant at Statistische Abteilung (Department of Statistics) at *University of Bonn.*

PUBLICATIONS IN PEER-REVIEWED JOURNALS

- Overconfidence and gender gaps in career outcomes: Insights from a promotion signaling model. Forthcoming in *Journal of Institutional and Theoretical Economics* (with Spencer Bastani and Thomas Giebe).
- The effects of salary history bans on wages, hiring, and wage gaps. *Economic Inquiry*, 64 (2026), 916-930 (with Marc Gürtler).
- Player strength and effort in contests. *Journal of Economic Theory*, 234 (2026), 106164 (with Thomas Giebe).

- Household specialization and competition for promotion. *Review of Economics of the Household*, 23 (2025), 141-163 (with Spencer Bastani, Lisa Dickmanns, and Thomas Giebe).
- Do workers benefit from wage transparency rules? *International Economic Review*, 66 (2025), 1099-1128 (with Lennart Struth).
- Big Fish in Small (and Big) Ponds – A Study of Careers. *Journal of Law, Economics, and Organization*, 40 (2024), 76-107 (with Jed DeVaro, Marc Gürtler, and Christian Deutscher).
- Competition and risk-taking. *European Economic Review*, 160 (2023), 104592 (with Lennart Struth and Max Thon).
- Simple equilibria in general contests. *Games and Economic Behavior*, 134 (2022), 264-280 (with Spencer Bastani and Thomas Giebe).
- Firm choice and career success – theory and evidence. *European Economic Review*, 127 (2020), 103470 (with Christian Deutscher, Marc Gürtler, and Jed DeVaro).
- Strategic Shirking in Competitive Labor Markets: A General Model of Multi-Task Promotion Tournaments with Employer Learning. *Journal of Economics and Management Strategy*, 29 (2020), 335-376 (with Jed DeVaro).
- Promotion signaling, discrimination, and positive discrimination policies. *RAND Journal of Economics*, 50 (2019), 1004-1027 (with Marc Gürtler).
- Do good and talk about it! Disclosure and Reward of Discretionary Kindness. *Journal of Economic Behavior and Organization*, 161 (2019), 323-342 (with Gari Walkowitz and Daniel Wiesen).
- Sequential Choice of Sharing Rules in Collective Contests. *Journal of Public Economic Theory*, 20 (2018), 703-724 (with Pau Balart, Sabine Flamand and Orestis Troumpounis).
- Market-based tournaments: an experimental investigation. *Labour Economics*, 51 (2018), 294-306 (with Lisa Dickmanns and Marc Gürtler).
- Advertising and Labor Market Matching: A Tour Through the Times. *Journal of Labor Economics*, 36 (2018), 253-307 (with Jed DeVaro).
- The Payoff to Consistency in Performance. *Economic Inquiry*, 55 (2017), 1091-1103 (with Christian Deutscher, Joachim Prinz and Daniel Weimar).
- Strategic Shirking in Promotion Tournaments. *Journal of Law, Economics, and Organization*, 32 (2016), 620-651 (with Jed DeVaro).

- Strategic Shirking: A Theoretical Analysis of Multitasking and Specialization. *International Economic Review*, 57 (2016), 507-532 (with Jed DeVaro).

- The optimality of heterogeneous tournaments. *Journal of Labor Economics*, 33 (2015), 1007-1042 (with Marc Gürtler).

- On the Release of Players to National Teams. *Journal of Sports Economics*, 16 (2015), 695-713 (with Markus Lang and Tim Pawlowski).

- Sabotage in contests: a survey. *Public Choice*, 164 (2015), 135-155 (with Subhasish Modak Chowdhury).

- Monitoring of workers and product market competition: The role of works councils. *Economic Inquiry*, 53 (2015), 1366-1379 (with Felix Höffler).

- Moral Hazard, Risk Aversion, and Efficiency. *Bulletin of Economic Research*, 66 (2014), S104-S109.

- The Interaction of Explicit and Implicit Contracts: A Signaling Approach. *Journal of Economic Behavior and Organization*, 108 (2014), 135-146 (with Marc Gürtler).

- Communication and Commitment in Contests. *Journal of Economic Behavior and Organization,* 95 (2013), 1-19 (with Qiang Fu and Johannes Münster).

- Sabotage in Tournaments with Heterogeneous Contestants: Empirical Evidence from the Soccer Pitch. *Scandinavian Journal of Economics*, 115 (2013), 1138-1157 (with Christian Deutscher, Bernd Frick and Joachim Prinz).

- Information policy in tournaments with sabotage. *Scandinavian Journal of Economics*, 115 (2013), 932-966 (with Johannes Münster and Petra Nieken).

- Rational Self-Sabotage. *Mathematical Social Sciences*, 65 (2013), 1-4 (with Johannes Münster).

- On the Virtues of Hiring Lemons. *Managerial and Decision Economics*, 33 (2012), 475-484 (with Matthias Kräkel).

- Dismissal Tournaments. *Journal of Institutional and Theoretical Economics*, 168 (2012), 547-562 (with Matthias Kräkel).

- Inequality Aversion and Externalities. *Journal of Economic Behavior and Organization* 84 (2012), 111-117 (with Marc Gürtler).

- A strategic rationale for the use of sell-on fees in European sports. *Journal of Sports Economics* 13 (2012), 74-82.

- Optimal Contracts for Lenient Supervisors. *Journal of Economic Behavior and Organization* 81 (2012), 403-420 (with Thomas Giebe).
- Information policy in contests with little noise. *Theoretical Economics Letters* 1 (2011), 53-56 (with Pouya Azimi Garakani).
- The first-order approach in rank-order tournaments. *Economics Letters* 111 (2011), 185-187.
- Feedback in Tournaments under Commitment Problems: Experimental Evidence. *Journal of Economics and Management Strategy* 19 (2010), 771-810 (with Christine Harbring).
- Haggling for Rents, Relational Contracts, and the Theory of the Firm. *Schmalenbach Business Review* 62 (2010), 359-377.
- Optimal Tournament Contracts for Heterogeneous Workers. *Journal of Economic Behavior and Organization* 75 (2010), 180-191 (with Matthias Kräkel).
- Double-Sided Moral Hazard, Efficiency Wages and Litigation. *Journal of Law, Economics, and Organization* 26 (2010), 337-364 (with Matthias Kräkel).
- Collusion in Homogeneous and Heterogeneous Tournaments. *Journal of Economics* 100 (2010), 265-280.
- Sabotage in Dynamic Tournaments. *Journal of Mathematical Economics* 46 (2010), 179-190 (with Johannes Münster).
- Hostile Takeover and Costly Merger Control. *Public Choice* 141 (2009), 371-389 (with Matthias Kräkel).
- On Pricing and Protection of Complementary Products. *Review of Managerial Science* 3 (2009), 209-223.
- Incentive effects in tournaments with heterogeneous competitors – an analysis of the Olympic Rowing Regatta in Sydney 2000. *Management Revue* 20 (2009), 239-253 (with Norbert Bach and Joachim Prinz).
- On the Inefficiency of Merger Control. *Economics Letters* 102 (2009), 53-55 (with Matthias Kräkel).
- Einkommens- oder Reputationsmaximierung? Eine empirische Untersuchung der Vergütung und Leistung von Bundesliga-Schiedsrichtern. *Die Betriebswirtschaft (DBW)* 69/1 (2009), 69-83 (with Bernd Frick, Joachim Prinz and Andreas Wiendl).
- Implicit Contracting with a (Potentially) Reliable Agent. *Journal of Economics* 94 (2008), 177-189.

- The Effect of Reputation on Selling Prices in Auctions. *Jahrbücher für Nationalökonomie und Statistik* 228/4 (2008), 345-356 (with Christian Grund).
- Anreize in Turnieren mit heterogenen Teilnehmern – Eine empirische Untersuchung mit Daten aus der Fußball-Bundesliga. *Zeitschrift für betriebswirtschaftliche Forschung* 60 (2008), 385-405 (with Bernd Frick and Joachim Prinz).
- On Delegation under Relational Contracts. *International Journal of the Economics of Business* 15 (2008), 85-98.
- On Sabotage in Collective Tournaments. *Journal of Mathematical Economics* 44 (2008), 383-393.
- Incentives and the Organization of Institutions. *Zeitschrift für Personalforschung* 21/4 (2007), 418-421.
- Performance Measurement Technologies and the Trade-off of Risk and Incentives. *International Journal of Business and Economics* 6/1 (2007), 1-10.
- A rationale for the coexistence of central and decentral marketing in team sports. *German Economic Review* 8/1 (2007), 89-106.
- Are 18 holes enough for Tiger Woods? *Bulletin of Economic Research* 58/3 (2006), 267-284.
- A collective tournament under (un)limited liability. *Economic Issues* 11/1 (2006), 1-18.
- An Empirical Study on Risk Taking in Tournaments. *Applied Economics Letters* 12 (2005), 457-461 (with Christian Grund).
- Collective contests with externalities: corrigendum. *European Journal of Political Economy* 21/2 (2005), 533-536.
- Who is Declared Dead Lives Longer. *Applied Economics Letters* 10 (2003), 995-997 (with Matthias Kräkel).

WORKING PAPERS

- Endogenous career mobility and labor-market visibility (with Jed DeVaro, Antti Kauhanen, and Joseph Kuehn).
- When is a contest "additive"? A characterization of strategic equivalence (with Thomas Giebe).
- Shaping interfirm relationships in intermediary markets: Evidence from a field experiment (with Max Thon, Matthias Heinz, Kai Schäfer, and Dirk Sliwka).

BOOKS

- Incentives and the Organization of Institutions, Berlin.

BOOK CHAPTERS

- Design von Sportwettbewerben: Turniertheorie, in: Deutscher, C., Hovemann, G., Pawlowski, T, Thieme, L. (eds.): Handbuch Sportökonomik, Schorndorf: Hofmann (2016), 119-138 (with Christian Deutscher and Lutz Thieme).
- Men in Black: Monitoring and Performance of German Soccer Referees, in: Dietl, H., Franck, E., Kempf, H. (eds.): Football – Economics of a Passion, Schorndorf: Hofmann (2009), 309-321 (with Bernd Frick and Joachim Prinz).

INVITED SEMINAR PRESENTATIONS

2024: Reading Online Sport Economics Seminar (ROSES), Queen's University, Cornell University.

2021: Global Virtual Seminar on Contests & Conflict.

2019: University of Cologne, University of East Anglia.

2018: Ben-Gurion University of the Negev, Berlin Micro Theory Seminar, Lancaster University, University of Innsbruck, Erasmus University Rotterdam.

2017: National University of Singapore Business School, Linnaeus University, University of Hagen.

2016: University of Graz, Linnaeus University.

2015: Karlsruhe Institute of Technology, Ulm University, Düsseldorf Institute for Competition Economics (DICE).

2013: TU Dortmund University, University of Cologne, University of East Anglia, WHU Vallendar, California State University, East Bay, University Duisburg - Essen.

2012: DSHS Cologne.

2011: University Duisburg - Essen, University of Cologne, University of East Anglia (twice).

2009: University of Hagen, Mercator School of Management, University of Duisburg - Essen, University of Cologne, University of Karlsruhe (TH).

2008: University of Bonn, University of Cologne (twice), University of Graz, University of Würzburg.

2007: University of Cologne, University of Tübingen, SFB/TR 15-Seminar Berlin.

2005: WHU Vallendar, University of Bonn.

CONFERENCE PRESENTATIONS

2025: Jahrestagung 2025 des Vereins für Socialpolitik (Cologne).

2024: 10th Annual 'Contests: Theory and Evidence' Conference (Reading), XXIII. Symposium zur ökonomischen Analyse der Unternehmung (Bonn), Jahrestagung 2024 des Vereins für Socialpolitik (Berlin).

2023: Behavioral Management Science Workshop (Cologne).

2021: Behavioral Management Science Workshop (virtual), BMS Workshop Organizational Design & Behavior (Cologne).

2020: EALE SOLE AASLE World Conference 2020 (virtual), Jahrestagung 2020 des Vereins für Socialpolitik (virtual).

2019: 45th Annual Conference of the Eastern Economic Association (New York City), SOLE 24th Annual Meetings (Arlington), Jahrestagung 2019 des Vereins für Socialpolitik (Leipzig).

2018: 88th Annual Meetings of the Southern Economic Association (Washington).

2017: Conference on Contests: Theory and Evidence 2017 (Norwich), 92nd Annual Conference of the Western Economic Association International (San Diego), 87th Annual Meetings of the Southern Economic Association (Tampa).

2016: 42nd Annual Conference of the Eastern Economic Association (Washington), 86th Annual Meetings of the Southern Economic Association (Washington).

2015: 41st Annual Conference of the Eastern Economic Association (New York City), 18th Colloquium on Personnel Economics (Vienna), CBESS Conference on 'Contests: Theory and Evidence' (Norwich), Jahrestagung 2015 des Vereins für Socialpolitik (Münster), 85th Annual Meetings of the Southern Economic Association (New Orleans).

2014: 40th Annual Conference of the Eastern Economic Association (Boston), 17th Colloquium on Personnel Economics (Cologne), XV. Symposium zur ökonomischen Analyse der Unternehmung (Regensburg).

2013: Conference on Tournaments, Contests and Relative Performance Evaluation (Fresno), 7th SFB/TR 15 Workshop for Young Researchers (Bonn), SOLE 18th Annual Meetings (Boston), 39th Annual Conference of the Eastern Economic Association (New York City).

2012: Royal Economic Society Annual Conference 2012 (Cambridge), 38th Annual Conference of the Eastern Economic Association (Boston).

2011: Young Researchers Workshop on "Contests and Tournaments" (Berlin), 86th Annual Conference of the Western Economic Association International (San Diego).

2010: Young Researchers Workshop on "Contests and Tournaments" (Magdeburg), 6th Junior-Workshop of the SFB/TR 15 (Bonn), 10th SAET Conference (Singapore), 36th Annual Conference of the Eastern Economic Association (Philadelphia).

2009: ESOP Workshop on Inequalities in Contests (Oslo), Jahrestagung 2009 des Vereins für Socialpolitik (Magdeburg), X. Symposium zur ökonomischen Analyse der Unternehmung (Vallendar), 84th Annual Conference of the Western Economic Association International (Vancouver).

2008: SFB/TR 15 Conference 2008/2 (Fraueninsel, Chiemsee), IX. Symposium zur ökonomischen Analyse der Unternehmung (Augsburg), 4th Junior-Workshop of the SFB/TR 15 (Berlin), Workshop on Advances in the Theory of Contests and its Applications (Venice), 70. Wissenschaftliche Jahrestagung des Verbandes der Hochschullehrer für Betriebswirtschaft e.V. (Berlin), SFB/TR 15 Conference 2008/1 (Gummersbach), Conference on Tournaments, Contests and Relative Performance Evaluation (Raleigh).

2007: Young Researchers Workshop on "Contests and Tournaments" (Berlin), Jahrestagung 2007 des Vereins für Socialpolitik (Munich), VIII. Symposium zur ökonomischen Analyse der Unternehmung (Tübingen), 3rd Junior-Workshop of the SFB/TR 15 (Bonn), 2nd Summer School of the SFB/TR 15 (Bronnbach), 82nd Annual Conference of the Western Economic Association International (Seattle, WA), 69. Wissenschaftliche Jahrestagung des Verbandes der Hochschullehrer für Betriebswirtschaft e.V. (Paderborn), Seminar zur Sportökonomie (Munich), 2nd Junior-Workshop of the SFB/TR 15 (Mannheim), 10. Kolloquium zur Personalökonomik (Tübingen).

2006: V. Conference of the SFB/TR 15 (Fraueninsel, Chiemsee), VII. Symposium zur ökonomischen Analyse der Unternehmung (Bielefeld), 2nd Workshop on Contests in Economics and Biology (Berlin), 1st Junior-Workshop of the SFB/TR 15 (Würzburg).

2005: III. Conference of the SFB/TR 15 (Tutzing), VI. Symposium zur ökonomischen Analyse der Unternehmung (Freiburg), 8. Kolloquium zur Personalökonomik (Konstanz).

2004: V. Symposium zur ökonomischen Analyse der Unternehmung (Bonn), 7. Kolloquium zur Personalökonomik (Bonn).

MEMBERSHIPS

- Member of *Verein für Socialpolitik*
- Member of the *Committee for Organizational Economics* of the *Verein für Socialpolitik*
- Member of *Center for Social and Economic Behavior* (*C-SEB*)
- Member of the Cluster of Excellence *ECONtribute*

- Board Member of *Sonderforschungsbereich/Transregio 15 "Governance and the Efficiency of Economic Systems" of Deutsche Forschungsgemeinschaft (DFG)* (until September 2009)
- Member of *German Economic Association of Business Administration e.V. (GEABA)*
- Member of *American Economic Association*
- Member of *The Econometric Society*
- Member of *1. FC Köln 01/07 e.V.*

AWARDS AND HONORS

- *Albertus-Magnus-Preis 2020*
- *KPMG Best Conference Paper Award at the 69th Annual Conference of the German Academic Association for Business Research (VHB)* (June 2007, Paderborn). Presented paper: *Haggling for Rents, Relational Contracts, and the Theory of the Firm.*
- *"Walther Rathenau" prize 2008 at the IX. Symposium zur ökonomischen Analyse der Unternehmung (GEABA conference)* (September 2008, Augsburg). Presented paper: *Optimal Contracts for Lenient Supervisors.*

REFEREEING ACTIVITIES

Economic Inquiry, Economic Theory, Economic Theory Bulletin, Economics Letters, Education Economics, European Economic Review, European Journal of Political Economy, Experimental Economics, Games and Economic Behavior, German Economic Review, Information Economics and Policy, International Economic Review, International Journal of Business and Economics, International Journal of Game Theory, International Journal of Industrial Organization, International Journal of the Economics of Business, International Journal of Sport Finance, International Review of Law and Economics, Journal of Comparative Economics, Journal of Conflict Resolution, Journal of Economics, Journal of Economics and Business, Journal of Economics and Management Strategy, Journal of Economic Behavior and Organization, Journal of Economic Psychology, Journal of Economic Theory, Journal of Financial Stability, Journal of Human Resources, Journal of Institutional and Theoretical Economics, Journal of Law, Economics, and Organization, Journal of Mathematical Economics, Journal of Political Economy, Journal of Public Economics, Journal of Sports Economics, Labour, Labour Economics, Management Science, Managerial and Decision Economics, Managerial Finance, Manchester School, Mathematical Social Sciences, Perspektiven der Wirtschaftspolitik, PLOS ONE, Public Choice, Quarterly Journal of Economics, RAND Journal of Economics,

Research in Labor Economics, Review of Economic Design, Review of Economics and Statistics, Review of Managerial Science, Scandinavian Journal of Economics, Scandinavian Journal of Management, Schmalenbach Business Review, SN Business & Economics, Social Choice and Welfare, Southern Economic Journal, Sports Economics Review, Sport und Gesellschaft – Sport and Society, The B.E. Journal of Economic Analysis and Policy, The B.E. Journal of Theoretical Economics, The Economic Journal, The Journal of Labor Economics, The Review of Economic Studies, Theoretical Economics Letters, Theory and Decision, Zeitschrift für Betriebswirtschaft.

THIRD-PARTY FUNDED PROJECTS

- Principal investigator for the project "*Discrimination, quotas, and wage-transparency rules*" supported by the *Deutsche Forschungsgemeinschaft (DFG)* (project number 447657066).
- Investigator in the research area *Organizational Design & Behavior* of the Cluster of Excellence *ECONtribute* supported by the *Deutsche Forschungsgemeinschaft (DFG)*.
- Former Board Member of *Sonderforschungsbereich/Transregio 15 "Governance and the Efficiency of Economic Systems"* (of *Deutsche Forschungsgemeinschaft (DFG)*) and former Staff Member of Subproject B4 ("*Die Gestaltung von Turnieren im Rahmen der Corporate Governance*").
- Principal investigator for project "*Competition for Promotion and Gender Equality*" supported by *Jan Wallanders och Tom Hedelius stiftelse* and *Tore Browaldhs stiftelse*.

GRADUATE STUDENTS (PRIMARY ADVISOR)

- Max Thon (completed 2025)
- Lennart Struth (completed 2023)

ORGANIZATION OF CONFERENCES AND WORKSHOPS

- 5th Junior-Workshop of the SFB/TR 15 (May 2009, Berlin), with Thomas Giebe and Klaas Staal.
- 4th Junior-Workshop of the SFB/TR 15 (September 2008, Berlin), with Thomas Giebe and Klaas Staal.
- Young Researchers Workshop on "Contests and Tournaments" (November 2007, Berlin), with Kai Konrad and Johannes Münster.
- 3rd Junior-Workshop of the SFB/TR 15 (September 2007, Bonn), with Patrick Beschorner, Thomas Giebe and Klaas Staal.