

Iris Bohnet

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Education

1997	Doctor in economics (Dr.oec.publ., summa cum laude) University of Zurich, Switzerland
1992	Masters Degree in economic history, economics and political science (lic.phil.I) University of Zurich, Switzerland
1986	Matura, Kantonsschule Reussbühl

Research Interests

Behavioral and Experimental Economics, Negotiation, Game Theory, Decision Analysis, Gender and Culture

Academic Positions

2011 – 2014	Academic Dean Harvard Kennedy School
2006 – present	Professor of Public Policy Harvard Kennedy School
2003 – 2006	Associate Professor of Public Policy Harvard Kennedy School
1998 – 2003	Assistant Professor of Public Policy Harvard Kennedy School
1997 – 1998	Visiting Scholar Haas School of Business, University of California at Berkeley

Professional Responsibilities

Director	Women and Public Policy Program, HKS
Co-Chair	Behavioral Insights Group, HKS
Associate Director	Laboratory for Decision Science, Harvard University
Faculty chair	“Global Leadership and Public Policy for the 21 st Century” executive program for the WEF Young Global Leaders, HKS
Vice-Chair	Program on Negotiation, Harvard Law School (2005-2011)
Faculty Associate	Center for Business and Government, HKS Center for Basic Research in the Social Sciences, Harvard University Center for Research in Economics, Management and the Arts, Basel Center for Public Leadership, HKS
Member of the board	Credit Suisse Group University of Luzern, Switzerland

	Graduate Institute for International and Development Studies, Geneva, Switzerland (2003-2012)
	Economic Science Association (2003-2005)
Associate editor	Review of Economics and Statistics
Member of the editorial board	Review of Law and Economics
	Journal für Betriebswirtschaft
Member of the advisory board	Decision Making and Negotiations Journal
	EDGE, Economic Dividends for Gender Equality
	Vienna University of Economics and Business Administration
Member	Global Agenda Council on Behavior, World Economic Forum
	Global Agenda Council on Women's Empowerment, World Economic Forum (2008-2014)
Grants and Awards	
2012	Julius Adams Stratton Prize for Intercultural Achievement
2010 - 2016	Exxon Mobil Foundation's Educating Women and Girls Initiative (grant for research on gender equality nudges)
2008 - 2011	Multidisciplinary University Research Initiative: Dynamic Models of the Effect of Culture on Collaboration and Negotiation (grant for research on culture, gender and negotiation in the Middle East)
2007	Program on Negotiation (grant for third conference on "Gender and Negotiation")
	Women and Public Policy Program (grant for third conference on "Gender and Negotiation")
2005	Provost's Fund for Interfaculty Collaboration, Harvard University (grant for second research seminar on "Gender and Negotiation").
	Women and Public Policy Program, Kennedy School of Government (grant for research on gender and cooperation).
2004	Provost's Fund for Interfaculty Collaboration, Harvard University (grant for first research seminar on "Gender and Negotiation").
	Kuwait Fund, Kennedy School of Government (grant for research on trust and betrayal in the Islamic world).
	Kokkalis Program, Kennedy School of Government (grant for research on trust in Turkey)
	Program on Negotiation, Harvard University (grant for research on trust and institutions).
2003	TESS (Time-sharing Experiments in the Social Sciences), National Science Foundation (grant for research on trust using a representative sample).
	Program on Negotiation, Harvard University (grant for research on trust and loss aversion).
	Kuwait Fund, Kennedy School of Government (grant for research on trust and culture in the Gulf region).
2002	Women and Public Policy Program, Kennedy School of Government (grant for research on trust and gender).
	Radcliffe Institute for Advanced Studies (grant for a conference on trust and institutions).
2001	Russell Sage Foundation (grant for research on trust and institutions).
2000	Center for Public Leadership, Kennedy School of Government (grant for research on trust in South Africa, Russia and the United States).

2000	Visions of Governance for the 21 st Century Project (grant for research on incentives and work performance).
1998//01/03	Kennedy School of Government Dean's Research Fund (grants for experiments on cooperation and sorting; trust and gender; decision theory and trust).
1997	Swiss National Science Foundation (grant for research on cooperation and fairness).

Teaching

Degree and Executive Programs

2015 – present	Designing Gender Equality
2010 – 2011	Closing the Global Gender Gap
2007 – present	Faculty chair, Global Leadership and Public Policy for the 21 st Century executive program for the World Economic Forum's Young Global Leaders
1998 - present	Behavioral Decision Analysis and Game Theory
1998 - present	Negotiation Analysis

PhD students (current and former)

Mohamad Al-Issis; Katie Baldiga Coffman; Jeffrey Bielicki; Fiona Greig; Kessely Hong; Kelsey Jack; Heidi Liu; Johanna Mollerstrom; Maliheh Paryavi; Farzad Saidi; Alexandra van Geen

Publications

1. *What Works: Gender Equality By Design*. Cambridge, MA: Harvard University Press, 2016
2. Informational Differences and Performance: Experimental Evidence." Under review (with Farzad Saidi)
3. "When Performance Trumps Gender Bias. Joint Versus Separate Evaluation." *Management Science*, published Online, September 29, 2015 (with Alexandra van Geen and Max Bazerman)
4. "Choosing the Game You Want To Play: Evidence on Trust Interactions in Oman, the United States and Vietnam." In: Van Lange, A.M., Bettina Rockenbach and Toshio Yamagishi. *Human Cooperation*. Oxford: Oxford University Press. (with Benedikt Herrmann, Maliheh Paryavi, Anh Tran and Richard Zeckhauser). Forthcoming.
5. "Trust, Distrust and Bargaining." In: Bolton, Gary E. and Rachel T.A. Croson (eds.), *The Oxford Handbook of Economic Conflict Resolution*. Oxford: Oxford University Press, 2012, pp. 183-198 (with Stephan Meier).
6. "Overcoming Gender Bias Through Behavioral Science." In: Czerny, Steffi (ed.). *New Rules, New Values*. Muenchen: Hubert Burda Media, 2012, pp. 172-173.
7. "The Elasticity of Trust: How to Promote Trust in the Arab Middle East and in the United States" In: Kramer, R. and T. Pittinsky (eds.). *Restoring Trust*. Oxford: Oxford University Press, 2012, pp. 151-170 (with Benedikt Herrmann, Mohamad Al-Issis, Andrea Robbett,

Khalid Al-Yahya and Richard Zeckhauser).

8. "Ask What You Can Do." *Neue Zürcher Zeitung*, June 15, 2011.
9. "Gender Equality: A Nudge in the Right Direction." *The Financial Times*, October 13, 2010.
10. "Trust and the Reference Points for Trustworthiness in Gulf and Western Countries." *Quarterly Journal of Economics* CXXV (2), May 2010: 811-828 (with Benedikt Herrmann and Richard Zeckhauser)
11. "Exploring gendered behavior in the field with experiments: Why public goods are provided by women in a Nairobi slum." *Journal of Economic Behavior and Organization* 70(1), May 2009: 1-9 (with Fiona Greig).
12. "Experiments." In: Bearman, P. and P. Hedstrom (eds.). *The Oxford Handbook of Analytical Sociology*. Oxford: Oxford University Press, 2009, pp. 639-665.
13. "Fairness." In: Sander, David and Klaus R. Scherer (eds.). *The Oxford Companion to Emotion and the Affective Sciences*. Oxford: Oxford University Press, 2009, pp. 179-180 (with Stephan Meier).
14. "Benefiting from Reciprocity in Negotiation." *La Tribune*, June 17, 2009.
15. Gender and Negotiation. *Negotiation Journal*. Special Issue, October 2008 (guest editor, with Hannah Riley Bowles).
16. "Betrayal Aversion: Evidence from Brazil, China, Oman, Switzerland, Turkey, and the United States." *American Economic Review* 98(1), March 2008: 294-310 (with Fiona Greig, Benedikt Herrmann and Richard Zeckhauser)
17. "Is There Reciprocity in a Reciprocal-Exchange Economy? Evidence of Gendered Norms from a Slum in Nairobi, Kenya." *Economic Inquiry* 46(1), January 2008: 77-83 (with Fiona Greig)
18. "Trust in experiments." In: Durlauf, S.N. and L.E. Blume (eds.). *The New Palgrave Dictionary of Economics*. Second Edition. Palgrave Macmillan, 2008. The New Palgrave Dictionary of Economics Online.
19. "Gender in Negotiation." Introduction to special issue. *Negotiation Journal* 24(4), 2008, pp. 389-392.
20. "Pushing for Better Results." *Negotiation* 11(8), Program on Negotiation, 2008, p. 8.
21. "Status and Distrust: The Relevance of Inequality and Betrayal Aversion." *Journal of Economic Psychology* 28, 2007: 197-213. (with Kessely Hong)
22. "Institutions and Trust: Implications for Preferences, Beliefs and Behavior." *Rationality and Society*, 19(1), February 2007: 99-135. (with Yael Baytelman)

23. "Why Women and Men Trust Others." In: Frey, Bruno S. and Alois Stutzer (eds.). *Economics and Psychology*. Cambridge, MA: MIT Press, 2007, pp. 89-110.
24. "Gender Matters in Workplace Decisions." *Negotiation* 10(4), Program on Negotiation, 2007, pp. 4-6 (with Fiona Greig).
25. "Decomposing Trust and Trustworthiness." *Experimental Economics*, Special Issue on Behavioral Economics, 9(3), September 2006, pp. 193-208. (with Nava Ashraf and Nikita Piankov)
26. "How Institutions Affect Behavior: Insights from Economics and Psychology." In: De Cremer, David, Marcel Zeelenberg and Keith J. Murnighan (eds.). *Social Psychology and Economics*. London: Lawrence Erlbaum, 2006, pp. 213-238.
27. "What to Do When They Say "Not in My Backyard!" *Negotiation* 9(8), Program on Negotiation, 2006, pp. 6-9.
28. "How Much Should You Trust?" *Negotiation* 9(3), Harvard Business School Publishing and Program on Negotiation, 2006, pp. 7-9. (with Stephan Meier)
29. "Learning Trust," *Journal of the European Economic Association* 3(2-3), April-May 2005, pp. 322-329. (with Heike Harmgart, Steffen Huck and Jean-Robert Tyran)
30. "Compensating the Cooperators: Is Sorting in the Prisoner's Dilemma Possible?" *Journal of Economic Behavior and Organization* 56(1), 2005, pp. 61-76. (with Dorothea Kübler)
31. "Status Anxiety." *Negotiation* 8(11), Harvard Business School Publishing and Program on Negotiation, 2005, pp. 4-6.
32. "Did You Give at the Office? Leveraging the Power of Reciprocity." *Negotiation* 8(7), Harvard Business School Publishing and Program on Negotiation, 2005, pp. 7-9.
33. "Trust and Trustworthiness." Introduction to Special Issue. *Journal of Economic Behavior and Organization*, 55(4), December 2004, pp. 443-445. (And guest editor, with Rachel Croson)
34. "Social Comparisons in Ultimatum Bargaining." *Scandinavian Journal of Economics*, Special Issue on Behavioral Economics, 106(3), 2004, pp. 495-510. (with Richard Zeckhauser)
35. "Trust, Risk and Betrayal." *Journal of Economic Behavior and Organization* 55(4), 2004, pp. 467-484. (with Richard Zeckhauser)
36. "The Payoff of Trust." *Negotiation* 7(7), Harvard Business School Publishing and Program on Negotiation, 2004, pp. 9-11.
37. "Vertrauen und Vertrauensbruch." *Im Brennpunkt*, No. 2, June 2004.
38. "Repetition and Reputation: Implications for Trust and Trustworthiness When Institutions Change." *American Economic Review* 94(2), May 2004, pp. 362-366. (with Steffen Huck)

39. "Instinct or Incentive to be Trustworthy? The Role of Informational Institutions." In: Holler, Manfred J., Hartmut Kliemt, Dieter Schmidtchen and Manfred Streit (eds.), *Jahrbuch für Neue Politische Ökonomie* 21, Tübingen: Mohr Siebeck, 2003, pp. 213-221. (with Steffen Huck and Jean-Robert Tyran)
40. "Does Performance Pay Perform? Conditions for Success in the Public Sector." In: Donahue, John and Joseph Nye (eds.). *For the People: Can We Fix Public Service?* Brookings, 2003, pp. 238-254. (with Susan Eaton)
41. "Die Ursachen für Vertrauen." *Basler Zeitung*, No. 71, March 25, 2002.
42. "Führen heisst: Die Spielregeln bestimmen." In: Eidgenössisches Personalamt (ed.). *Führen lehren- Führen lernen*. Band 15. Bern: Eidgenössisches Personalamt 2002, pp. 53-57.
43. "More Order with Less Law: On Contract Enforcement, Trust and Crowding." *American Political Science Review* 95(1), 2001, pp. 131-144. (with Bruno S. Frey and Steffen Huck)
Reprinted: *Foundations of Law and Economics*, edited by Robert D. Cooter and Francesco Parisi, The International Library of Critical Writings in Economics, 2009.
44. "Pay for Performance: Motivation and Selection Effects. In: Frey, Bruno and Margit Osterloh (eds.). *Successful Management by Motivation. Balancing Extrinsic and Intrinsic Incentives*. Berlin: Springer, 2001, pp. 119-139. (with Felix Oberholzer-Gee)
45. "Recht und Vertrauen: Evolutionäre Spieltheorie in der Rechtswissenschaft". In: Usteri, Martin, Wolfgang Fikentscher and Wolfgang Wickler (eds.). *Gene, Kultur und Recht*. Schriften zur Rechtspsychologie, Band 5, Bern: Staempfli, 2000, pp. 61-78. (with Bruno S. Frey and Steffen Huck)
46. "Leistungslohn: Motivations- und Selektionseffekte." *Zeitschrift Führung und Organisation* 69(2), 2000, pp.77-82. (with Felix Oberholzer-Gee)
47. "Social Distance and Other-Regarding Behavior in Dictator Games: Comment." *American Economic Review* 89(1), 1999, pp. 335-340. (with Bruno S. Frey)
48. "The Sound of Silence in Prisoner's Dilemma and Dictator Games." *Journal of Economic Behavior and Organization* 38, 1999, pp. 43-57. (with Bruno S. Frey)
Reprinted in: *Experimental Economics in Germany, Austria and Switzerland*, edited by Sadrieh Abdolkarim and Joachim Weimann. Marburg: Metropolis, 2008, pp. 191-206.
49. "Solidarität durch Salienz." In: Gaertner, Wulf (ed.). *Wirtschaftsethische Perspektiven IV*. Berlin: Duncker&Humblot, 1998, pp. 173-194 (refereed).
50. *Kooperation und Kommunikation. Eine ökonomische Analyse individueller Entscheidungen*. Tübingen: Mohr (Siebeck), 1997.
51. "Fairness and Competence in Democratic Decisions." *Public Choice* 91(1), 1997, pp. 89-105. (with Bruno S. Frey and Felix Oberholzer-Gee)
52. "Diskurs - die Protektion der Kommunikation." *Analyse und Kritik* 19(1), 1997, pp. 15-32.

53. "Rent Leaving." *Journal of Institutional and Theoretical Economics* 153, 1997, pp. 711-721. (with Bruno S. Frey)
54. "Identifikation als institutionelle Bedingung individueller Kooperation: Theorie und Experimente." In: Aufderheide, Detlef und Martin Dabrowski (eds.). *Wirtschaftsethik und Moralökonomik. Normen, soziale Ordnung und der Beitrag der Ökonomie*. Berlin: Duncker&Humblot, 1997, pp. 235-258.

Recent online material

1. [52 Years After Wage Gap Bill, How Close Is Boston Gender Pay Equality?](#). WERS 88.9 FM (December 6, 2015)
2. [How Wide Is the Gender-Pay Gap? U.K. Companies Will Have to Say](#). Bloomberg Business (November 12, 2015)
3. [Why Do Some Women Have Such a Hard Time Negotiating Pay?](#). 89.3 KPCC Southern California Public Radio (October 16, 2015)
4. [Survey: Gender Pay Gap Top Workplace Concern for U.S. Women](#). Reuters (October 13, 2015)
5. [Nearly One Third of G20 Women Harassed at Work but Few Speak Out](#). Reuters (October 12, 2015)
6. [Use Behavioral "Nudging" to Tackle Gender, Health Challenges](#). Reuters (September 3, 2015)
7. [Leaders as Decision Architects](#). *Harvard Business Review* (May 31, 2015)
8. [Nudging Gender](#). ABC Australia (May 30, 2015)
9. [Crossing Disciplines, Finding Knowledge](#). *Harvard Gazette* (May 27, 2015)
10. [Are Targets the Answer to Gender Bias in the Workforce?](#). ABC Australia (May 26, 2015)
11. [Equal Opportunities? Not Even Close](#). Women's Agenda (May 1, 2015)
12. [The Business Case for Gender Diversity](#). G20 International Dialogue on Women in Leadership (November 17, 2015)
13. [How Unconscious Bias Could Stand in the Way of Your Promotion](#). The Globe and Mail (October 30, 2014)
14. [Behavioural insights for better decision making and leadership](#). University of St. Gallen Alumni Conference. Lucerne (September 19, 2014)
15. [Iris Bohnet – Frauen und ihr Weg nach oben](#). Swiss Television, NZZ Standpunkte (April 13, 2014)
16. [The Future of BI - Behavioural Exchange 2014](#). United States Studies Centre. University of Sydney (June 3, 2014)
17. [Making a nudge towards better choices](#). ABC TV Breakfast (June 3, 2014)
18. [Understanding Behavior, Improving Policy](#). Sky Business, The Perrett Report (June 2, 2014)
19. [Elevating Women and Girls Think Tank. Dell Elevating Women and Girls Think Tank Discussion Featuring Iris Bohnet](#) (January 15, 2014)

Press coverage

WERS 87.7FM Radio (December 8, 2015); Bloomberg Business (November 12, 2015); 89.3 KPCC Southern California Public Radio (October 16, 2015); Reuters (October 13, 2013, October 12, 2015 and September 3, 2015); Harvard Business Review (May 31, 2015); ABC Australia (May 30, 2015 and May 26, 2015); Harvard Gazette (May 27, 2015); Women's Agenda (May 1, 2015); Neue Zürcher Zeitung (February 1, 2014 and November 29, 2014); The International Dialogue on Women in Leadership (November 17, 2014); The Globe and Mail (October 30, 2014); Forbes (June 22, 2014); ABC TV (June 3, 2014); Sky Business (June 2, 2014); SRG Swiss Television (April 13, 2014); Harvard Gazette (February 5, 2014); Luzerner Zeitung (January 22, 2014); The Guardian (November 28, 2013); Global InvestHer (June 24, 2013); Le Monde (February 2, 2013); New York Magazine (January 14, 2013); The Wall Street Journal (January 8, 2013); Hollywood Today (May 21, 2012); Relevant (April 4, 2012); HKS Magazine (winter 2012); BBC Newshour (March 8, 2012); Glass Hammer (March 7, 2012); Harvard Crimson (March 5, 2012); Ladies Drive (March 3, 2012); Boston Globe (February 29, 2012); USA Today (January 5, 2012); USA Today (January 5, 2012); The Economist (November 26, 2011); New York Times (November 25, 2011); Financial Times (September 23, 2011); HBS Working Knowledge (September 21, 2011); Harvard Business School Weekly (September 21, 2011); CBS (August 11, 2011); Harvard Gazette (August 10, 2011); Harvard Kennedy School Insight (June 28, 2011); Harvard Crimson (February 14, 2011); Economist (February 2, 2011); Bloomberg News (January 23, 2011); Forbes.com (November 9, 2010); Harvard Kennedy School News (October 25, 2010); HuffingtonPost.com (October 22, 2010); The National (April 26, 2010); Insights (winter 2009); Wall Street Journal (June 1, 2009); Emirates Business (Dec. 28, 2008, Jan. 6, 2008); Boston Globe (Nov. 30, 2008); Handelsblatt (April 21, 2008); Harvard Kennedy School Bulletin (winter, 2008); Weltwoche (June 14, 2007); Mittelland Zeitung (March 27, 2007)

Personal

Married to Michael Zürcher; two sons, Dominik (25.5.2001) and Luca (14.6.2006); Swiss citizen, US resident