

# Curriculum Vitae: Matthias Fahn

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## Contact

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## Research Interests

Organizational Economics, AI & Organizations, Labor & Personnel Economics, Behavioral Economics, Relational Contracts

## Employment

Since 08/2025	<b>HKU Centre for AI, Management and Organization (CAMO)</b> Associate Director, Co-Director of the Lab for Organizational Transformation
Since 10/2024	<b>HKU Business School</b> Associate Professor in Management & Strategy
07/2024 – 09/2024	<b>JKU Linz</b> Full Professor of Organizational Economics
10/2022 – 06/2024	<b>JKU Linz</b> Associate Professor of Microeconomics
10/2017 – 09/2022	<b>JKU Linz</b> Assistant Professor of Microeconomics
02/2019	<b>Yale University</b> Visiting Scholar, Yale School of Management
10/2013 – 09/2017	<b>LMU Munich</b> Postdoctoral Researcher, Chair of Organizational Economics (F. Englmaier)
03/2015	<b>University of California, San Diego</b> Visiting Scholar, Rady School of Management
01/2015 – 02/2015	<b>University of Bonn</b> Visiting Scholar
01/2012 – 09/2013	<b>University of Würzburg</b> Postdoctoral Researcher, Chair of Organizational Economics (F. Englmaier)
04/2011 – 12/2011	<b>University of Konstanz</b> Research Assistant, Chair of Organizational Economics (F. Englmaier)

## Academic Qualification

10/2006 – 11/2011	<b>LMU Munich</b> Munich Graduate School of Economics Obtained Degree: PhD (Dr. oec. publ.; <i>summa cum laude</i> )
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10/2009 – 09/2010	<b>Northwestern University</b> Kellogg School of Management, Visiting PhD Student
02/2009 – 06/2009	<b>Northwestern University</b> Department of Economics, Visiting PhD Student
10/2004 – 10/2006	<b>LMU Munich</b> Undergraduate and Graduate Studies in Economics
09/2003 – 06/2004	<b>Hanken School of Economics, Helsinki, Finland</b> Undergraduate and Graduate Studies in Economics, Exchange Student
10/2001 – 09/2003	<b>Catholic University Eichstätt-Ingolstadt</b> Bachelor and Undergraduate Studies in Business Administration

## Publications & Forthcoming Articles

When Protection Becomes Exploitation: The Impact of Firing Costs on Naive Employees (with F. Englmaier, U. Glogowsky, M. Schwarz), forthcoming, *Journal Public Economics*.

The Dynamics of Exploiting Overconfident Workers (with N. Klein), forthcoming, *Journal of Labor Economics*

Informal Incentives on Labor Markets (with T. Murooka), *Economic Journal*, 135(665), 144-179.

Introduction to Past and Future Developments in the Economics of Relational Contracts (with W. Bentley MacLeod, G. Muehlheusser), 2023, editorial preface to a **Symposium on Relational Contracts**, *Journal of Institutional and Theoretical Economics*, 179(3-4), 413-440.

Reciprocity in Dynamic Employment Relationships, 2023, *Management Science*, 69(10), 5695-6415, iii-iv.

Present Bias in the Labor Market – When it Pays to be Naive (with R. Seibel), 2022, *Games and Economic Behavior*, 135, 144-167.

Transparency in Relational Contracts (with G. Zanarone), 2022, *Strategic Management Journal*, 43(5), 1046-1071.

Size Matters: How Over-investments Relax Liquidity Constraints in Relational Contracts (with F. Englmaier), 2019, *Economic Journal*, 129(624), 3092-3106.

Relational Contracts with Private Information on the Future Value of the Relationship: The Upside of Implicit Downsizing Costs (with N. Klein), 2019, *American Economic Journal: Microeconomics*, 11(4), 33-58.

Teamwork as a Self-Disciplining Device (with H. Hakenes), 2019, *American Economic Journal: Microeconomics*, 11(4), 1-32.

The Commitment Role of Equity Financing (with V. Merlo, G. Wamser), 2019, *Journal of the European Economic Association*, 17(4), 1232-1260.

Minimum Wages and Relational Contracts, 2017, *Journal of Law, Economics, and Organization*, 33(2), 301-331.

Relational Contracts for Household Formation, Fertility Choice and Separation (with R. Rees, A. Wuppermann), 2016, *Journal of Population Economics*, 29(2), 421-455.

Optimal Contracting with Private Military and Security Companies (with T. Hadjer), 2015, *European Journal of Political Economy*, 37, 220-240.

On the Genesis of Multinational Foreign Affiliate Networks (with P. Egger, G. Wamser, V. Merlo), 2014, *European Economic Review*, 65(1), 136-163.

## Working Papers

Toward a Bad Job Economy: AI Adoption, Agency Costs, and Labor Market Spillovers (with J. Li, C. Sun)

Outside Options and Worker Motivation (with A. Ahammer, F. Stiftinger), revise and resubmit, *American Economic Journal: Applied Economics*.

Information Labor Exchange Teams and Participation in the Labor Market: Evidence from Rural Tanzania (with C. Arciniegas, C. Dumas)

## Current Projects

AI in Teams (with J. Gong, J. Li, F. Wezel)

Coder or Coordinator? Leadership Styles, Team Size, and Team Performance (with A. Ashraf, F. Stiftinger)

Competition and Productivity – The Role of Informal Incentives (with T. Murooka)

Exploitation vs. Incentives in Relational Contracts: How Perceptions Shape Present-Bias Exploitation (with J. Weber)

Online Newspapers, Incentives for Journalists, and the Role of AI: A Series of Field Experiments (with M. Brottrager, D. Huffman, U. Glogowsky)

## (Currently) Inactive Projects

Long -Term Employment Relations when Agents are Present-Biased (with F. Englmaier, M. Schwarz), CESifo Working Paper No. 6159.

Relational Contracts, the Costs of Enforcing Formal Contracts, and Capital Structure Choice – Theory and Evidence (with V. Merlo, G. Wamser).

What Drives Reciprocal Behavior? The Optimal Provision of Incentives Over the Course of Careers (with A. Schade, K. Schüssler, T. Stowasser), CESifo Working Paper No. 6635

## Scholarships/Grants

2025-2027	Principal Investigator, "What Do Middle Managers Do?" HKU Seed Fund (HKD 150,000)
2023-2025	Principal Investigator (jointly with Ulrich Glogowsky), "The Digital Transformation of Journalism: Polarization, Discrimination, and Incentives in Online Media," LIFT_C: Austrian Federal Ministry of Education, Science and Research (€ 174,491)
2022-2025	Principal Investigator, "Informal Incentives in Labor Markets," Anniversary Fund of the Austrian Central Bank (€ 237,000)
2022-2023	Principal Investigator, "Detection and Elimination of Bias in Recruiting Algorithms," scientific partner of the Speedinvest Heroes Consulting, Roadmaps Digital Humanism funded by the city of Vienna (€ 39,985.30)
2022	Research Grant from Hardegg'sche Stiftung (€ 8,000)
2022	Best Paper Award, JKU Department of Economics
2020-2023	Co-Investigator, "New Insights on the Effects of Downsizing" (PI: Rudolf Winter-Ebmer), National Research Network funded by the Austrian Science Fund (€ 318,702.30)
2019	Best Paper Award, JKU Department of Economics

2018	Research Grant from Hardegg'sche Stiftung (€ 5,000)
2018	Best Paper Award, JKU Department of Economics
2015	Research Grant from the German Science Foundation via SFB/TR-15 (€ 16,000) for organizing a Workshop on Relational Contracts
12/2009 – 09/2010	Scholarship for Research Visit (Northwestern) from the DAAD (German Academic Exchange Service)
10/2006 – 09/2009	Doctoral Scholarship, German Science Foundation (DFG)
2006	“Alumni Prize for Young Economists” for the 2nd best exam of the year

## Memberships/Affiliations

CESifo Research Network, Committee for Organizational Economics (Verein für Socialpolitik), IZA Research Network

## Conference Presentations

2026: AI for Business Conference (HKU), The Economics and Business of Artificial Intelligence (Hong Kong UST)

2025: Joint Conference on Management (Kyoto)

2023: COPE (Amsterdam), NBER Organizational Economics Working Group

2022: Workshop on Economics of Teams and Organizations (Munich), SIOE (Toronto), 33<sup>rd</sup> International Conference on Game Theory (Stony Brook), EARIE (Vienna), German Committee of Organizational Economics (Frankfurt)

2021: Austrian Economic Association (online), SIOE (online), German Committee of Organizational Economics (online), Labour Market Workshop (Vienna)

2020: Conference on Mechanism and Institution Design (online), 6<sup>th</sup> Workshop on Relational Contracts (online)

2019: Workshop on Behavioral Contract Theory (Osaka), 12<sup>th</sup> Maastricht Behavioral Experimental Economics Symposium, SIOE (Stockholm), 30<sup>th</sup> International Conference on Game Theory (Stony Brook), Verein für Socialpolitik (Leipzig)

2018: COPE (Munich), CESifo Conference on Applied Microeconomics (Munich), Austrian Economic Association (Vienna), CESifo Conference on the Minimum Wage Institution (Hydra), SIOE (Montreal), Verein für Socialpolitik (Freiburg)

2017: COPE (Zürich), Royal Economic Society (Bristol), EARIE (Maastricht), Verein für Socialpolitik (Vienna), 2<sup>nd</sup> Workshop on Relational Contracts (Kellogg), Erasmus Accounting and Economics Workshop (Rotterdam), New Economic School 25<sup>th</sup> Anniversary Conference (Moscow)

2016: SIOE (Paris), Verein für Socialpolitik (Augsburg)

2015: EEA meetings (Mannheim), EARIE (Munich), ISNIE (Harvard), Lectures on the Economics of Organizations and Human Resources (Frankfurt), 1<sup>st</sup> Workshop on Relational Contracts (Munich), UECE Lisbon Meetings in Game Theory and Applications (Lissabon)

2014: COPE (Cologne), EARIE (Milan), ISNIE (Duke), Verein für Socialpolitik (Hamburg), GEABA (Regensburg)

2013: IIOC (Boston), COPE (Tuebingen), EEA/ESEM meetings (Gothenburg), EARIE (Evora)

2012: IIOC (George Mason), American Law and Economics Association (Stanford), Verein für Socialpolitik (Göttingen)

2011: European Association of Labour Economists (Cyprus), Conference on the Economics of the Family in Honor of Gary Becker (Paris), European Trade Study Group (Copenhagen)

2010: American Law and Economics Association (Princeton), Israel Strategy Conference (Be'er Sheva)

2009: European Association of Law and Economics (Rome), Verein für Socialpolitik (Magdeburg)

## **Invited Talks**

Bayreuth, Berlin, Bonn, Copenhagen, ETH Zürich, Fribourg, Graz, Hannover, Hohenheim, Hong Kong University, Konstanz, LMU München, Michigan State, MPI Bonn, Northwestern, Regensburg, Tübingen, UC San Diego, Universität der Bundeswehr München, Universitat de Barcelona, Universidad Carlos III de Madrid, University of Montreal, University of Vienna, WHU Koblenz

## **Refereeing**

JOURNALS: American Economic Review, Econometrica, Review of Economic Studies, American Economic Journal: Microeconomics, B.E. Journal of Economic Analysis and Policy, B.E. Journal of Theoretical Economics, Conflict Management and Peace Science, Economic Inquiry, Economics Letters, Economics of Governance, European Economic Review, Games and Economic Behavior, ILR Review, Information Economics and Policy, International Economic Review, Journal of Development Economics, Journal of Economic Behavior and Organization, Journal of Economics & Management Strategy, Journal of Economic Theory, Journal of the Agricultural and Applied Economics Association, Journal of the European Economic Association, Journal of Institutional Economics, Journal of Institutional and Theoretical Economics, Journal of Law, Economics and Organization, Journal of Mathematical Economics, Labour Economics, Management Accounting Research, Management Science, Organization Science, Portuguese Economic Journal, RAND Journal of Economics, Review of Economic Design, Review of Industrial Organization, Strategic Entrepreneurship Journal, Strategic Management Journal

CONFERENCES: Verein für Socialpolitik (2019, 2021, 2026), Conference on Mechanism and Institution Design (2020), Strategic Management Society (2020, 2022-2024), Society for Institutional and Organizational Economics (2021), Workshop on Relational Contracts (2015-2026), Asian Conference on Organizational Economics (2025, 2026)

RESEARCH COUNCILS: National Fund for Scientific and Technological Research Chile, Anniversary Fund of the Austrian Central Bank, Swiss National Science Foundation

## **Other Professional Activities**

Since 2024	Co-Organizer of the Asian Conference on Organizational Economics: HKU Business School (2025, 2026)
Since 2024	Coordinator of the Organizational Economics Brownbag Seminar at HKU
2024	Local Organizer of the Workshop on Relational Contracts and the Annual Meeting of the German-speaking Committee for Organizational Economics
2023	Editor of a special issue on Relational Contracts, <i>Journal of Institutional and Theoretical Economics</i> (together with W. Bentley MacLeod)
Since 2021	Member of the scientific committee of the Committee for Organizational Economics (Verein für Socialpolitik)
Since 2015	Co-Organizer of a Workshop on Relational Contracts (with Daniel Barron, Marta Troya-Martinez, Giorgio Zanarone): Munich (2015), Madrid (2016), Kellogg (2017), Universidad Carlos III de Madrid (2019), online (2020, 2021, 2022), Becker Friedman Institute/Chicago (2018, 2023, 2025), Linz (2024)
2015 – 2017	Coordinator of the Departmental Seminar at the LMU Munich
2013 – 2017	Postdoctoral Mentor Internationales Doktorandenkolleg “Evidence-Based Economics”

## Teaching

### Hong Kong University

2025/26	<i>Organizational Economics</i> (PhD Level), <i>Global Management in Economics Perspective</i> (MSc Level)
2024/2025	<i>Global Management in Economics Perspective</i> (MSc Level)

### JKU Linz

Summer 2024	<i>Behavioral Economics</i> (BSc Level), <i>Organizational Economics</i> (BSc Level)
Winter 2023/24	<i>Decisions in Firms</i> (MSc Level)
Summer 2023	<i>Behavioral Economics</i> (BSc Level), <i>The Financing of Corporations</i> (BSc Level)
Winter 2022/23	<i>Microeconomics</i> (MSc Level), <i>Decisions in Firms</i> (MSc Level), <i>Organizational Economics</i> (BSc Level)
Summer 2022	<i>Microeconomics</i> (MSc Level), <i>Behavioral Economics</i> (BSc Level)
Winter 2021/22	<i>Decisions in Firms</i> (MSc Level), <i>Organizational Economics</i> (BSc Level)
Summer 2021	<i>Microeconomics</i> (MSc Level)
Winter 2020/21	<i>Mathematics, Decisions in Firms</i> (MSc Level)
Summer 2020	<i>Microeconomics, Decisions in Firms</i> (MSc Level)
Winter 2019/20	<i>The Financing of Corporations</i> (MSc Level)
Summer 2019	<i>Microeconomics</i> (MSc Level)
Winter 2018/19	<i>The Financing of Corporations</i> (MSc Level)
Summer 2018	<i>Microeconomics</i> (MSc Level)
Winter 2017/18	<i>The Theory of Incentives</i> (MSc Level)

### LMU Munich

Summer 2017	<i>Industrial Organization</i> (BSc Level)
Winter 2016/17	<i>Mathematics for Economists</i> (MSc Level)
Summer 2016	<i>Industrial Organization</i> (BSc Level)
Winter 2015/16	<i>Mathematics for Economists</i> (MSc Level)
Summer 2015	<i>Industrial Organization</i> (BSc Level)
Winter 2014/15	<i>Mathematics for Economists</i> (MSc Level)
Summer 2014	<i>Advanced Microeconomics</i> (MSc Level)
Winter 2013/14	<i>Mathematics for Economists</i> (MSc Level), Tutorial <i>Advanced Topics in Organizational Economics</i> (PhD Level), Tutorial
Winter 2010/11	<i>Mathematics for Economists</i> (MSc Level), Tutorial
Summer 2007	<i>Introductory Microeconomics</i> (BSc Level), Tutorial

### **University of Würzburg**

Summer 2013	<i>Contract Theory</i> (MSc Level), Tutorial
Winter 2012/13	<i>Informational Economics</i> (BSc Level), Tutorial
Summer 2012	<i>Economic Decisions under Risk</i> (BSc Level)
	<i>Contract Theory</i> (MSc Level), Tutorial

### **University of Konstanz**

Winter 2011/12	<i>Advanced Topics in Contract Theory</i> (PhD Level), Tutorial
Summer 2011	<i>Contract Theory</i> (PhD Level), Tutorial

Supervision of numerous Master Theses, Bachelor Theses, and Seminars