

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

Academic Appointments

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

Education

10/2006 – 11/2011	LMU Munich Munich Graduate School of Economics Obtained Degree: PhD (Dr. oec. publ.; <i>summa cum laude</i>)
10/2009 – 09/2010	Northwestern University Kellogg School of Management, Visiting PhD Student
02/2009 – 06/2009	Northwestern University Department of Economics, Visiting PhD Student
10/2004 – 10/2006	LMU Munich Undergraduate and Graduate Studies in Economics
09/2003 – 06/2004	Hanken School of Economics, Helsinki, Finland Undergraduate and Graduate Studies in Economics, Exchange Student
10/2001 – 09/2003	Catholic University Eichstätt-Ingolstadt 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), 2026, *Journal of Public Economics*, 254, 105564.

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

Informal Incentives and Labour Markets (with T. Murooka), 2025, *The 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), 5816–5829.

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*.

From Production to Verification: How AI Changes the Organization of Work (with C. Heese, J. Li)

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)

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)

Selected Practitioner Publications & Reports

[The New Logic of Teams](#) (with J. Gong). *Research to Board Series*, Deloitte–HKU Lab for Organizational Transformation, June 2026.

[From Content Creation to Content Management – Scaling Technical Writing at Impala Services](#) (with M. Keppe). *HKU CAMO Nano Case*, 29 May 2026.

[The Verification Shift](#) (with J. Gong). *Research to Board Series*, Deloitte–HKU Lab for Organizational Transformation, May 2026.

[The Incentive Reset](#) (with J. Gong). *Research to Board Series*, Deloitte–HKU Lab for Organizational Transformation, April 2026.

[Deloitte–HKU AI Adoption Index 2026: The Paradox of Promise and Performance](#) (with J. Li, J. Gong, P. Hua, R. Chung, and G. Dickinson). HKU CAMO and Deloitte China, 16 January 2026.

[The Evaluation Tax: Why AI Demands a Shift from “Production” to “Verification”](#) (with J. Li). *FT Chinese*, 8 January 2026.

Research Grants

2026–2029 Principal Investigator, “The Agency Costs of AI: Incentives, AI, and ‘Good-Enough’ Equilibria in Firms.” General Research Fund, Hong Kong Research Grants Council (HKD 538,542)

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)
2020–2023	Co-Investigator, “ <i>New Insights on the Effects of Downsizing</i> ” (PI: Rudolf Winter-Ebmer), National Research Network funded by the Austrian Science Fund (€ 318,702.30)
2018	Research Grant from Hardegg’sche Stiftung (€ 5,000)
2015	Research Grant from the German Research Foundation via SFB/TR-15 (€16,000), for organizing a Workshop on Relational Contracts.

Awards & Fellowships

2022	Best Paper Award, JKU Department of Economics
2019	Best Paper Award, JKU Department of Economics
2018	Best Paper Award, JKU Department of Economics
12/2009 – 09/2010	Scholarship for Research Visit (Northwestern) from the DAAD (German Academic Exchange Service)
10/2006 – 09/2009	Doctoral Scholarship, German Research Foundation (DFG)
2006	“Alumni Prize for Young Economists” for the 2nd best exam of the year

Professional 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), 33rd 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), 6th Workshop on Relational Contracts (online)

2019: Workshop on Behavioral Contract Theory (Osaka), 12th Maastricht Behavioral Experimental Economics Symposium, SIOE (Stockholm), 30th 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), 2nd Workshop on Relational Contracts (Kellogg), Erasmus Accounting and Economics Workshop (Rotterdam), New Economic School 25th 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), 1st 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 Academic Talks

Bayreuth, Berlin, Bonn, Copenhagen, ETH Zürich, Frankfurt, Fribourg, Graz, Hannover, Hohenheim, Hong Kong University, Konstanz, LMU München, Michigan State, MPI Bonn, Northwestern, NUS Singapore, Peking University, 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

Selected Industry & Public Engagements

28 August 2026 **Speaker**, “Rethinking Motivation, Productivity and Career Agency in the Age of AI,” AI Workshop, [ICON Conference 2026: Uncharted Hong Kong](#).

3 November 2025 **Panelist**, “AI in Action,” [Beyond the Hype: The AI Blueprint Every Business Needs](#), German Chamber of Commerce, Hong Kong.

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

2024–present	Organizer of the Asian Conference on Organizational Economics: HKU Business School (2025, 2026, 2027), Organizer of several workshops on AI & Organization
2024–present	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, Journal of Institutional and Theoretical Economics (together with W. Bentley MacLeod)
2021–present	Member of the scientific committee of the Committee for Organizational Economics (Verein für Socialpolitik)
2015–present	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”
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Teaching

The University of Hong Kong

2026/27	<i>Organizational Economics</i> (PhD Level), <i>Global Management in Economics Perspective</i> (MSc Level), <i>Strategic Management and Leadership in the AI Era</i> (MSc Level)
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	