

Dr. JANA GALLUS

Associate Professor, UCLA Anderson

Email: jana.gallus@anderson.ucla.edu

janagallus.com

Research interests

Incentives, Collaborative knowledge work, Public goods, Field experiments

Academic positions

07/2021-present	UCLA Anderson School of Management Associate Professor (with tenure) in Strategy and Behavioral Decision Making
07/2016-06/2021	UCLA Anderson School of Management Assistant Professor in Strategy and Behavioral Decision Making
07/2015-07/2016	Harvard Kennedy School Postdoctoral Research Fellow at the Behavioral Insights Group

Education

Ph.D. 10/2011-09/2015	University of Zurich , Switzerland Department of Economics Grade: Summa cum laude Dissertation title: <i>Honors and Performance: An Economic Analysis of Awards</i> Dissertation advisor: Prof. Dr. Dr. h.c. mult. Bruno S. Frey
MA 09/2009-10/2011	Sciences Po Paris , France University of St. Gallen , Switzerland Double Degree: Finance and Strategy; International Affairs Master's Thesis on the <i>Economics of Awards</i> . Summa cum laude
BA 09/2008-06/2009	University of California, Santa Barbara , United States Dean's Honors
BA 09/2006-06/2008	Sciences Po Paris , French-German Undergraduate Studies Cum laude (top 10% of class)
High school 08/1997-06/2006	Karl Rehbein-Gymnasium, Germany High school diploma: Abitur 1,0 (passed with highest distinction)

Awards, Scholarships, Grants, Fellowships

07/2023	CESifo Fellow
08/2022	Research Grant: USD 10,000 from the Price Center for Entrepreneurship & Innovation at UCLA Anderson
03/2022	Research Grant: USD 3,500 from the Morrison Center at UCLA Anderson
07/2021	Research Grant: USD 2,500 from the Morrison Center at UCLA Anderson
02/2021	Research Grant: USD 13,000 from the UCLA Semel Healthy Campus Initiative
06/2020	Research Grant: USD 2,500 from the UCLA Center for the Study of Women

06/2020	Faculty Research Grant: USD 5,873 from the UCLA Council on Research for a study on social recognition, joint w/ Hengchen Dai (UCLA Anderson)
04/2020	Winner, 2020 Wharton People Analytics Research Paper Competition at UPenn
01/2020	Center for Advanced Hindsight award for “the best in behavioral science”
01/2019	Grant: USD 49,500 from the Sloan Foundation (G-2018-11355) to study the economics and maintenance of digital infrastructure by testing the impact of recognition incentives on open source participation, joint w/ Erina Ytsma (CMU)
07/2018-07/2019	Hellman Fellowship for promising assistant professors at UCLA: USD 24,000
11/2017	Grant: USD 290,160 (AUD 378,800) from Australian Research Council for project on scientists' career paths and patterns of innovation, w/ Benno Torgler (QUT), Jonathan Feinstein (Yale), Martin Kocher (LMU), Ali Önder (Bayreuth)
03/2017	Appointed Fellow in the Crowd Innovation Lab, Institute for Quantitative Social Science, Harvard University
12/2016	Distinction as "most promising economist" (<i>DIE ZEIT</i>)
08/2016	Finalist, William H. Newman Award for the best single-authored paper based on a dissertation completed in the past three years, Academy of Management
08/2016	Best Paper Award, Academy of Management
02/2016	Grant: USD 25,000 for project w/ Vanessa Burbano (Columbia GSB): “The effects of employer mission and rankings on employee motivation”
02/2016	Grant: USD 12,000 from the Harvard Kennedy School for a joint project w/ Emma Heikensten (Stockholm School of Economics): "Gender and symbolic awards"
01/2016	Elected Active Member of the European Academy of Sciences and Arts
07/2015	Early Postdoc.Mobility Fellowship: CHF 50,300 (≈ USD 50,600) from the Swiss National Science Foundation
2014	Appointed Fellow at the Center for Research in Economics, Management, and the Arts, Switzerland
07/2013	Grant: CHF 1,500 (≈ USD 1,650) from Wikimedia CH
12/2012	Grant: CHF 150,000 (≈ USD 164,900) from the Swiss Society for Public Welfare (Schweizerische Gemeinnützige Gesellschaft) for research on awards in the Swiss non-profit sector
09/2006-10/2011	German National Merit Foundation (Studienstiftung des deutschen Volkes)
09/2008-06/2009	Hölderlin Scholarship, German National Merit Foundation
06/2006	Highest distinction for university-entrance diploma
06/2006	Apollinaire-Prize of the Robert Bosch Foundation for excellence in French
08/2004-03/2005	Elected representative of Germany at the Prix des Lycéens Allemands

Publications

Relational incentives theory (J. Gallus, J. Reiff, E. Kamenica, A. P. Fiske), *Psychological Review*, 2022, 129 (3): 586–602.

When peer comparison information harms physician well-being (J. Reiff, J.C. Zhang, J. Gallus, H. Dai, N. Pedley, S. Vangala, R.K. Leuchter, G. Goshgarian, C.R. Fox, M. Han, D.M. Croymans), *Proceedings of the National Academy of Sciences*, 2022, 119 (29): e2121730119.

- Winner of the 2023 Behavioral Science and Policy Association Best Paper Award.

The demotivating effect (and unintended message) of awards (C.D. Robinson, J. Gallus, M.G. Lee, T. Rogers). *Organizational Behavior and Human Decision Processes*, 2021, 163: 51–64.

- Discussed, among others, in *The New York Times*, *BBC News*, *NPR*, *Quartz*.
- 2019 Best Academic Article award, Center for Advanced Hindsight.

Gender, power and emotions in the collaborative production of knowledge: A large-scale analysis of Wikipedia editor conversations (J. Gallus, S. Bhatia). *Organizational Behavior and Human Decision Processes*, 2020, 160: 115–130.

Awards and the gender gap in knowledge contributions in STEM (J. Gallus, E. Heikensten). *American Economic Association Papers and Proceedings*, 2020, 110: 241–244.

- Discussed on *Quartz*, *UCLA Anderson Review*.

Fostering public good contributions with symbolic awards: A large-scale natural field experiment at Wikipedia (J. Gallus). *Management Science*, 2017, 63(12): 3999–4015.

- Recipient of Best Paper Award, Academy of Management, 2016.
- Finalist, William H. Newman Award for the best single-authored paper based on a dissertation completed in the past three years, Academy of Management, 2016.
- Abridged version: Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
- Discussed in several books, newspaper articles, and podcasts.

Towards an economics of awards (B.S. Frey, J. Gallus). *Journal of Economic Surveys*, 2017, 31(1): 190–200.

Awards as strategic signals (J. Gallus, B.S. Frey). *Journal of Management Inquiry*, 2017, 26(1): 76–85.

Awards: A strategic management perspective (J. Gallus, B.S. Frey). *Strategic Management Journal*, 2016, 37(8): 1699–1714.

Honors: A rational choice analysis of award bestowals (B.S. Frey, J. Gallus). *Rationality and Society*, 2016, 28(3): 255–269.

External influence as an indicator of scholarly importance (H.F. Chan, B.S. Frey, J. Gallus, M. Schaffner, B. Torgler, S. Whyte). *CESifo Economic Studies*, 2016, 62(1): 170–195.

Awards as non-monetary incentives (J. Gallus, B.S. Frey). *Evidence-based HRM*, 2016, 4(1): 81–91.

Academic honors and performance (H.F. Chan, B.S. Frey, J. Gallus, B. Torgler). *Labour Economics*, 2014, 31: 188–204.

Do the best scholars attract the highest speaking fees? An exploration of internal and external influence (H.F. Chan, B.S. Frey, J. Gallus, M. Schaffner, B. Torgler, S. Whyte). *Scientometrics*, 2014, 101: 793–817.

Open issues in happiness research (B.S. Frey, J. Gallus, L. Steiner). *International Review of Economics*, 2014, 61(2): 115–125.

Aggregate effects of behavioral anomalies: A new research area (B.S. Frey, J. Gallus). *Economics: The Open-Access, Open-Assessment E-Journal*, 2014, 8(18): 1–15.

Political economy of happiness (B.S. Frey, J. Gallus). *Applied Economics*, 2013, 45(30): 4205–4211.

Subjective well-being and policy (B.S. Frey, J. Gallus). *Topoi –International Review of Philosophy*, 2013, 32(2): 207–212.

Happiness policy and economic development (B.S. Frey, J. Gallus). *International Journal of Happiness and Development*, 2012, 1(1): 102–111.

Book publication, Book chapters

Honours versus Money: The Economics of Awards (B.S. Frey, J. Gallus). Oxford, UK: Oxford University Press, 2017.

- Discussed in *Times Higher Education*: "Can prizes make us better people?" (Nov 9, 2017), Porac (2018) *Administrative Science Quarterly* 63(3): NP30–NP32, Lazzaro (2018) *Journal of Cultural Economics* 42: 717–719, among others.

Motivation and awards (B.S. Frey, J. Gallus). In: *Cambridge Handbook of Psychology and Economic Behaviour*, Alan Lewis (Ed.). Cambridge, UK: Cambridge University Press, 2018.

Volunteer organizations: Motivating with awards (B.S. Frey, J. Gallus). In: *Economic Psychology*, Rob Ranyard (Ed.). Malden, US: Wiley/Blackwell, 2018.

Happiness: Research and policy considerations (B.S. Frey, J. Gallus). In: *Happiness*, Tachibanaki Toshiaki (Ed.). Welfare Plus Alpha, 2016.

Working papers and work in progress (selection)

Note From Self: The effects of intra-personal advice on educational outcomes at scale (J. Gallus, M. Wasserman), Working Paper, Mar 2023.

Symbolic incentives in high-stakes public goods contexts: A field experiment on motivating convalescent plasma donations during the COVID-19 pandemic (J. Gallus, J. Cervantez, J. Saleska), Working Paper, Dec 2021.

Recognition incentives for internal crowdsourcing: A field experiment at NASA (J. Gallus, O. Jung, K. Lakhani), Harvard Business School Working Paper 20-059, May 2020.

- Winner of the 2020 Wharton People Analytics Research Paper Competition.

Awards: Tangibility, self-signaling and signaling to others (J. Gallus, S. Campbell, U. Gneezy), Working Paper, Sep 2021.

Shine a light (on the bright): The effect of awards on confidence to speak up in gender-typed knowledge work (J. Gallus, E. Heikensten), Working Paper, Jun 2019.

When impact appeals backfire: Evidence from a multinational field experiment and the lab (J. Reiff, H. Dai, J. Gallus, A. McClough, S. Eitnienar, C. Blank), Working Paper, Jul 2022.

Recognition and reputation as drivers of open source success (w/ E. Ytsma), in progress.

Warm glow or cold chill? Choice avoidance in charitable donations (w/ I. Brody and H. Dai), in progress.

The “hidden” gender gap in self-promotion (w/ J. Chang and S. Saccardo), in progress.

Relational incentives in start-ups (w/ T. Kim), in progress.

Other (selection)

Motivation kann man sich nicht kaufen (J. Gallus, interview). 2021, *NZZ am Sonntag*.

Honours: A counterpoise to today’s bonus culture (w/ B.S. Frey). 2019, *VOX, CEPR's Policy Portal*.

The best ways to give employees performance awards (J. Gallus). 2018, *The Wall Street Journal*.

Fostering voluntary contributions to a public good: A large-scale field experiment at Wikipedia (J. Gallus). *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*, 2016, 13280.

Awards, honours, and ribbons: Between fame and shame (w/ B.S. Frey). 2015, *VOX, CEPR's Policy Portal*.
 The power of awards (w/ B.S. Frey). *The Economists' Voice*, 2014, 11(1): 1–5.
 Award the Deserving (w/ B.S. Frey). May 2013, *New York Times, Room for Debate*.

Media coverage (selection)

“Allein – aber nicht einsam” *Frankfurter Allgemeine Zeitung*, Mar 2021.
 “Professorin Jana Gallus und ihre Mission – Mehr als ein Marathon” *Frankfurter Rundschau*, Mar 2021.
 “Diese Hessin wuppt in den USA einen weltweiten Online-Marathon” *Hessenschau*, Mar 2021.
 “Would you rather have an award or some cash?” *How The World Works* podcast, Dec 2020.
 “Jana Gallus: The role of precision in incentives.” *Behavioral Grooves* podcast, Dec 2019.
Hidden Brain, a podcast by NPR, 2019.
 “Why employee rewards are frequently ineffective and potentially counterproductive.” *Quartz*, Sep 2019.
 “Barnstar-like awards increase new editor retention.” *Wikimedia Research Newsletter* 9, Mar 2019.
 “Making work meaningful: A leader’s guide.” *McKinsey Quarterly*, Oct 2018.
 “Science confirms it: People are not pets.” *New York Times*, Oct 2018.
 “Awards as incentives: Sometimes they backfire.” *UCLA Anderson Review*. Sep 2018.
 “Rewards don't improve school attendance'.” *BBC News*. Aug 2018.
 Interview: “What are Oscars and other non-cash awards really worth?” (podcast and print). *Los Angeles Times*, Feb 22, 2017.
 Distinction as "most promising economist" by *DIE ZEIT*: "Jana Gallus ist unsere vielversprechendste Ökonomin. Als Dank ein Edelweiß: Die Wirtschaftswissenschaftlerin Jana Gallus erforscht, wieso Geld allein die Menschen nur schlecht motiviert." Dec 2016.
 “What makes Wikipedia's volunteer editors volunteer?” *Scientific American*. May 2016.

Teaching (selection)

2017-present	Business Strategy , Full-time and Fully-Employed MBA programs, Core curriculum UCLA Anderson School of Management
2019-present	Executive Education classes on Incentives, Diversity and Inclusion, Strategy UCLA Anderson School of Management
2015	Studies in the Art Market , Executive Education program Zeppelin University, DE
2014-2015	Cultural Economics , Master program in Cultural Management University of Basel, CH
2014-2015	Happiness Research: Content and Methodology Zeppelin University, Friedrichshafen, DE
2014	Visual Arts and Economics , Executive Master in Art Market Studies University of Zurich, Zurich, CH
2012- 2015	Law, Economics and Psychology , Research seminar, University of Zurich, CH
2011-2015	Political Economy , Doctoral research seminar, University of Zurich, CH

Presentations at seminars and workshops (selection)

ETH Zurich (07/2023)

University of Cologne, ECONtribute Research Seminar (06/2023)

Ludwig Maximilian University of Munich, Microeconomics seminar (05/2023)

University of Konstanz, Microeconomics seminar (05/2023)

University of Zurich, Behavioral and Experimental Economics seminar (04/2023)

Ludwig Maximilian University of Munich, Organizations seminar (04/2023)

Wharton, University of Pennsylvania, Operations, Information and Decisions Department seminar, Philadelphia, PA (03/2023)

University of Nottingham, Centre for Decision Research and Experimental Economics (11/2022)

Queen's University, Microeconomics seminar (11/2021)

University of Regensburg, Department of economics (07/2021)

University of Vienna & WU Vienna, Speaker Series on Strategic Management and Organizational Studies (05/2021)

MIT Sloan School of Management, guest lecture in EdX course on User Innovation in the Internet Age, Eric von Hippel (05/2021)

Harvard Business School, Digital Initiative seminar (03/2021)

Warwick Business School (02/2021)

LMU Munich, ORG seminar (11/2020)

USC, Center for Economic and Social Research (11/2020)

UC Berkeley, Haas School of Business, Economics of Innovation PhD seminar (10/2020)

MIT Sloan School of Management, Innovation Lab, Prof. Eric von Hippel (09/2020)

University of Toronto, Rotman School of Management, Strategy & Behavioral Economics PhD seminar (09/2020)

University of Chicago, Department of Economics, Prof. John List's lab, Chicago, IL (06/2020)

Stanford, Department of Management Science and Engineering, Stanford, CA (02/2020)

Duke Workshop on Field Experiments in Strategy, Innovation, and Entrepreneurship, Durham, NC (01/2020)

Workshop on Entrepreneurship and Innovation, Munich, DE (12/2019)

Natural Experiments and Controlled Field Studies, Ohlstadt, DE (06/2019)

HEC Paris, Strategy and Business Policy Department, Paris, FR (06/2019)

MIT Sloan School of Management, Technological Innovation, Entrepreneurship, and Strategic Management (TIES) seminar, Cambridge, US (03/2019)

USC Marshall School of Business, Management & Organization Department Distinguished Speaker Series, Los Angeles, CA (01/2018)

UCSD Rady School of Management, Econ/Strategy seminar, San Diego, CA (11/2017)

Erasmus School of Economics, Rotterdam, Workshop on 'Recognition and Feedback' (10/2017)

Washington University in St. Louis, Olin Business School (10/2017)

Maastricht University, Department of Finance, NL (09/2017)
NYU Stern School of Business, Stern Strategy Workshop, NY (06/2017)
Workshop on Credible Identification and Structural Modeling, Munich, DE (06/2017)
Centre for European Economic Research (ZEW), Mannheim, DE (06/2017)
University of Chicago, Department of Economics, Prof. John List's lab, Chicago, IL (05/2017)
MIT Sloan School of Management, Technological Innovation, Entrepreneurship, and Strategic Management (TIES) seminar, Cambridge, US (04/2017)
University of Michigan, School of Information, Prof. Yan Chen's lab, Ann Arbor, MI (04/2017)
MIT Sloan School of Management, Innovation Lab, Prof. Eric von Hippel (11/2016)
University of California, Berkeley, Economics & Psychology and Public Finance joint seminar, Berkeley, US (11/2016)
London Business School, Strategy and Entrepreneurship, London, UK (10/2016)
Max Planck Institute for Innovation and Competition, Munich, DE (10/2016)
Carnegie Mellon University, Center for Behavioral and Decision Research, Pittsburgh, US (09/2016)
Harvard University, Program for Evolutionary Dynamics, Cambridge, US (06/2016)
Harvard University, Behavioral Insights Group, Cambridge, US (02/2016)
Pompeu Fabra University, Department of Economics and Business, Barcelona, ES (02/2016)
University of Lucerne, Department of Economics, Lucerne, CH (01/2016)
UCLA Anderson School of Management, Los Angeles, US (01/2016)
Columbia University, Columbia Business School, New York, US (12/2015)
University of Chicago, Harris School of Public Policy, Chicago, US (11/2015)
Harvard University, Harvard Kennedy School (10/2015)
University of Zurich (04/2015; 09/2014; 05/2014; 11/2013; 09/2013; 11/2012; 10/2012)
Max Planck Institute for Research on Collective Goods, Bonn, DE (12/2013; 10/2011)
Max Planck Institute for Tax Law and Public Finance, Munich, DE (05/2013)

Presentations at conferences

Conference on Field Experiment in Strategy, Harvard Business School (08/2023)
Open and User Innovation Conference, Hamburg, DE (07/2023)
Organizational Economics Summer Symposium, Ohlstadt, DE (07/2023)
Economics of Firms and Labor, Ammersee, DE (07/2023)
Venice Summer Institute, Decision Making in Firms –Big Data and Management Practices (06/2023)
Keynote speaker: **Munich Summer Institute**, Munich, DE (05/2023)
Plenary speaker: **CODE@MIT 2022**, Boston, US (10/2022)
Strategic Management Society, London, UK (09/2022)
Conference on Field Experiments in Strategy, London, UK (09/2022)
Plenary speaker: **2022 Open and User Innovation Conference** (06/2022)

2022 ESA Special Meeting, Economic Science Association (02/2022)

Women in BASF Annual Dialogue, invited speaker (08/2021)

Fireside chat: Open and User Innovation Conference & ISPIM Innovation Conference (06/2021)

NBER Decentralization Conference, invited discussant (04/2021)

Data Colada seminar, invited panelist (03/2021)

Field Experiments in Strategy, Innovation, and Entrepreneurship, invited discussant (02/2021)

Keynote speaker: UC Tech 2021 Conference (01/2021)

Advances with Field Experiments Conference, invited panelist (09/2020)

Open and User Innovation Conference, invited panelist (09/2020)

Utah Winter Strategy Conference, Park City, UT (01/2020)

ASSA 2020, Annual Meeting of the American Economic Association, San Diego, CA (01/2020)

Norms and Behavioral Change (NoBeC 2019), University of Pennsylvania, Philadelphia, US (10/2019)

North-American ESA Conference, Economic Science Association, L.A., US (10/2019)

Keynote speaker: CHAOSScon North America 2019, San Diego, CA (08/2019)

Academy of Management (AOM), Annual Meeting, Boston, US (08/2019)

Western Economic Association International (WEAI 2019), San Francisco, CA (07/2019)

DRUID 2019, Copenhagen Business School, DK (06/2019)

ASSA 2019, Annual Meeting of the American Economic Association, Atlanta, GA (01/2019)

Behavioral Personnel Economics, Chile (12/2018)

Academy of Management (AOM), Annual Meeting, Atlanta, US (08/2017)

North-American ESA Conference, Economic Science Association, Tucson, US (11/2016)

Psychology of Technology Conference, USC Marshall School of Business, Los Angeles, US (10/2016)

Conference on Digital Experimentation (CODE), Massachusetts Institute of Technology (MIT), Cambridge, US (10/2016)

Advances with Field Experiments (AFE2016), University of Chicago, Chicago, US (09/2016)

People and Organizations Conference, Wharton, University of Pennsylvania, Philadelphia, US (09/2016)

Open and User Innovation Conference, Harvard Business School, Boston, US (08/2016)

Academy of Management (AOM), Annual Meeting, Anaheim, US (08/2016)

University of Chicago, Summer Institute on Field Experiments (SIFE), Chicago, US (07/2016)

Behavioral Science & Policy Association (BSPA), Annual Conference, Washington DC, US (04/2016)

ASSA 2016, Annual Meeting of the American Economic Association, Poster, San Francisco, US (01/2016)

International Behavioural Insights Conference (BX2015), Behavioural Scientists of the Future session, London, UK (09/2015)

Academy of Management (AOM), Annual Meeting, Vancouver, CA (08/2015)

Spring Meeting of Young Economists (SMYE), Ghent, BE (05/2015)

European Public Choice Society (EPCS), Groningen, NL (04/2015)

International Conference on the Comparative Study of Happiness, Paris, FR (10/2014)

Behavioral Economics Network, Zurich, CH (10/2014)

EGOS, European Group for Organizational Studies, Rotterdam, NL (07/2014)

Conference on New Developments in Signaling and Game Theory. Model Building, Applications, and Empirical Corroborations, Ascona, CH (10/2012)

Other conferences, workshops and classes (selection)

Utah Winter Business Economics Conference (02/2019; 02/2020)

NBER Summer Institutes, Cambridge, US (07/2016; 07/2017; 07/2019; 07/2022)

Digital Infrastructure Research Meeting, New York, Sloan & Ford Foundation (06/2017)

Stanford Institute for Theoretical Economics (SITE), Stanford University, Stanford, US (08/2016)

Econometrics, Prof. Bo E. Honoré and Prof. Mark W. Watson, Swiss Program for Beginning Doctoral Students in Economics, Study Center Gerzensee, Gerzensee, CH (2012)

Career, editorial work and other service (selection)

Panelist National Science Foundation (2022-)

Editorial roles *Management Science* (Associate Editor, Organizations Department)
Organization Science (Senior Editor)
ICIS (International Conference on Information Systems, Associate Editor)
Open and User Innovation Conference

Refereeing *American Economic Review*, *American Sociological Review*, *Behavioral Science & Policy*,
Journal of Cultural Economics, *Journal of Economic Behavior and Organization*, *Journal of*
Economics & Management Strategy, *Journal of Political Economy*, *Journal of the European*
Economic Association, *Kyklos*, *Management Science*, *Organization Science*, *Organizational*
Behavior and Human Decision Processes, *Proceedings of the National Academy of Sciences*,
Quarterly Journal of Economics, *Research Policy*, *Review of Economics and Statistics*,
Strategic Management Journal, *Science Advances*

Founded #RunTheWorld Marathon

Memberships American Economic Association (AEA)
Academy of Management (AOM)
Behavior Change For Good Initiative (BCFG)
CESifo Research Network
California Center for Population Research (CCPR), University of California, Los Angeles
Economic Science Association (ESA)
Innovation Growth Lab (IGL) – Nesta Research Network
Joint Initiative for Latin American Experimental Economics (JILAE), University of
Chicago and UCMA
Laboratory for Innovation Science at Harvard
Open and User Innovation (OUI) Society
Society of Judgment and Decision Making (SJDM)

Advising Evaluation of prizes for the European Commission (2021-2022)
Social learning and incentives in massive open online education (2021-)

2011-2015 Research Assistant to Prof. Dr. Dr. h.c. mult. Bruno S. Frey, University of Zurich

2013-present Advisor to Wikimedia CH, Verein zur Förderung Freien Wissens, Micro Grant Committee

2010	Internship: German Foreign Office, Berlin, DE
2010	Internship: US Embassy, Division of Public Affairs, Diplomacy, Paris, FR
2008-2009	Internship: Santa Barbara International Film Festivals
2007	Internship: Deutsche Bank, Global Markets, Institutional Client Group

Other information

Languages	German: native French: bilingual (BA and MA studies in French) English: bilingual Spanish: functional oral / written Polish: beginner
Sports	Marathons: 3h37 (San Francisco '11, Frankfurt '13, Zurich '12, '13, '14, '15, Los Angeles '17, '20, RunTheWorld '21, '22, '23)