

April 2023

Sheheryar Banuri

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Google scholar: <https://scholar.google.com/citations?user=X2M-iWUAAAAJ>

(Citizenship: USA, UK)

Research Fields

Behavioral economics; policy; motivation; effort; discrimination; health; status; finance; development

Education

2011 PhD, Public Policy and Political Economy, University of Texas at Dallas

2008 MSc, Applied Economics, University of Texas at Dallas

2005 BSc, Economics and Finance, University of Texas at Dallas

Professional Experience

Assistant/Associate Professor of Economics, University of East Anglia: 2015–

Economist/Consultant, World Bank: 2011–

Research Assistant, University of Texas at Dallas: 2006–2011

Project Manager, AT&T: 2001–2006

Publications and Working Papers

Books

The Decisive Mind. Forthcoming, August 2023. Hodder and Stoughton Press, London, UK.

Good decisions for strange situations. 2020. Hodder and Stoughton Press, London, UK.

World Development Report 2015: Mind, Society, and Behavior, Washington DC: World Bank. with Karla Hoff, Varun Gauri, Anna Fruttero, Alaka Holla, Ryan Muldoon, Allison Demeritt (all World Bank).

Peer-reviewed Publications

“Borrowing to keep up (with the Joneses): Inequality, debt, and conspicuous consumption.” With Ha Nguyen (IMF). *Journal of Economic Behavior & Organization* 206, p. 222-242. 2023.

“Does Cronyism Pay? Costly Ingroup Favoritism in the Lab.” with Catherine Eckel (Texas A&M University), and Rick Wilson (Rice University). *Economic Inquiry*, 60(3) p. 1092-1110. 2022.

- “The culture corruption hypothesis revisited: Organizational culture, corruption, and worker preferences” Invited chapter in C.K. Jha; A. Mishra, S. Sarangi (eds.) *Revisiting Corruption: Emerging Issues*, Emerald Group Publishing. 2022.
- “A Behavioural Economics Perspective on Compliance,” in A. Riley, A. Stephan, A. Tubbs (eds.) *Perspectives on Antitrust Compliance*, Concurrences. 2021.
- “Care provision: An experimental investigation.” with Angela de Oliveira (U Mass – Amherst), and Catherine Eckel (Texas A&M University). *Journal of Economic Behavior and Organization*, 157, p. 615-630. 2019.
- “Biased policy professionals.” with Stefan Dercon (Oxford), and Varun Gauri (World Bank). *World Bank Economic Review*, 33, 2, p. 310-327. 2019.
- “Trust and power as determinants of tax compliance across 44 nations.” with Larissa Batrancea (Babeş-Bolyai University) and many others. *Journal of Economic Psychology* 74: 102191. 2019.
- “The use of video vignettes to measure health worker knowledge. Evidence from Burkina Faso.” with Damien de Walque (World Bank), Philip Keefer (Inter-American Development Bank), Haidara O. Diadie (World Bank), Paul J. Robyn (World Bank), and Maurice Ye (CRS Nouna). *Social Science & Medicine*, vol 213, pp. 173-180. 2018.
- “Pro-social motivation, effort, and the call to public service.” with Philip Keefer (Inter-American Development Bank). *European Economic Review*, vol 83, pp. 139-164. 2016.
- “Mellowing with tenure? Socialization increases prosocial behavior in public organizations,” with Philip Keefer (Inter-American Development Bank). in S.J. Goerg and J. Hamman (eds.) *Experiments in Organizational Economics, Research in Experimental Economics volume 19*, Emerald Group Publishing. 2016.
- “Al Qaeda in a bar: Composition and evolution of terrorist organizations.” with Kjell Hausman (University of Stavanger), Dipak Gupta (San Diego State University), and Klaus Abbink (Monash). *Public Choice*, vol 164(1-2), 57-73. 2015.
- “Cracking down on bribery.” with Catherine Eckel (Texas A&M University). *Social Choice and Welfare*, vol 45(3), pp.579-600. 2015.
- Lucas, Pablo, Angela de Oliveira, and _____. 2014. “The effects of group composition and social preference heterogeneity in a public goods game: An agent-based simulation.” with Pablo Lucas (University College Dublin) and Angela de Oliveira (U Mass - Amherst). *Journal of Artificial Societies and Social Simulation*, vol 17(3)5. 2014.
- “Experiments in culture and corruption: A review,” with Catherine Eckel (UT Dallas). in Danila Serra and Leonard Wantchekon (eds.) *New Advances in Experimental Research on Corruption, Research in Experimental Economics volume 15*, Emerald Group Publishing. 2012.

Policy Briefs

- “An evaluation of the Clear, Doable, and Rewarding (CDR) framework.” Prepared for the *Making teacher policy work: Small changes, big results* report (World Bank – Education Global Practice). 2023.

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- “Attitudes and perceptions of the World Bank Group staff towards the Sustainable Development Goals” with Varun Gauri (World Bank). 2018.
- “The governance game” - Background paper for the 2017 World Development Report: Governance and the Law (<http://www.worldbank.org/en/research/brief/world-development-2017-background-papers>). with David Bulman, Luis F. Lopez-Calva, Ezequiel Molina, Abla Safir, and Siddharth Sharma (World Bank). 2017.
- “Information and communication technologies, gamification, and public-sector applications” – Background paper for the 2016 World Development Report: Digital Dividends (<http://www.worldbank.org/en/publication/wdr2016/background-papers>).
- “Pay reform and government performance in the Philippines.” Zahid Hasnain (World Bank). 2014.
- “Lessons for Bureaucracy Reform from a survey of Indonesian public officials.” Philip Keefer, and Matthew Kearney (World Bank). 2013.

Working Papers

- “When norms collide: The effect of religious holidays on compliance with COVID guidelines.” with Fareena Malhi (Lahore School of Economics) and Zehra Aftab (Prince Mohammad University). 2023. **Revision requested** (second round) by Journal of Public Health.
- “Discrimination in healthcare: A field experiment with Pakistan’s Transgender community.” with Husnain Ahmed (Sewanee) and Farasat Bokhari (UEA). 2022. Under review.
- “The Power of Religion: Islamic Investing in the Lab.” with Lucia Murgia (UEA) and Imtiaz ul Haq (World Bank). 2023. Under review.
- “Encouraging service delivery to the poor: Does money talk when health workers are pro-poor?” with Damien de Walque (World Bank), Philip Keefer (Inter-American Development Bank), and Paul Robyn (World Bank). 2023. Under review.
- “It’s not all fun and games: Feedback, purpose, and effort.” with Katarina Dankova (UEA), and Philip Keefer (Inter-American Development Bank). 2023. Under review.
- “Love the job... or the patient? Task vs. mission-based motivations in healthcare.” with Damien de Walque (World Bank) and Philip Keefer (Inter-American Development Bank). 2023. Under review.
- “Was Weber right? The effects of pay for ability and pay for performance on pro-social motivation, ability and effort in the public sector.” with Philip Keefer (Inter-American Development Bank). 2023.
- “The Value of Women’s Voice: Sexism and Mansplaining in the Labor Market” with Emike Nasamu (Chester University) and Rashid Memon (Qatar University). 2023.
- “Big Fish in Small Ponds: The Impact of Retracking on Effort in Ability Tracking.” with James Merewood (Rand). 2023.
- “Task complexity and subject confidence.” with James Merewood (Rand). 2023.
- “Punishing Naughty and Rewarding Nice: On the effects of willful choice in imposing negative externalities.” with Christa Brunnschweiler (UEA), and Deanna Karapetyan (FCA). 2023.

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“Expertise and responsiveness to behavioral biases in public organizations: Evidence from the World Bank.” 2023.

Work in Progress

“A Preference for a Simple Twist of Fate: An Experiment on Uncertain Referendums and Minimal Voting Rules.” with Enrique Fatas (U Penn). Data collected.

“Professional versus personal decision making: An experiment with public officials.” With Zahra Mansoor (Bristol) and Adnan Khan (LSE and FDCO). Writing up.

“Mixed Strategies and Context.” Husnain Ahmed (Sewanee). Data collected.

“Female mobility in Pakistan.” Fareena Malhi (Lahore School of Economics) and Zehra Aftab (Prince Mohammad University). In the field.

“Conformation bias in development professionals and a representative sample.” With Martin Bruder (Deval), Timo Kretschmer (Deval) and Marion Kramer (Deval). Writing up.

“Overconfidence and policy advice.” With Martin Bruder (Deval), Timo Kretschmer (Deval) and Marion Kramer (Deval). Data collected.

“Behavioral biases of teachers.” With Ezequiel Molina (World Bank), and Adelle Pushparatnam (World Bank). Data collected.

Perpetual working papers

“Performance pay and Management Practices in Public Bureaucracies: Evidence from the Philippines” with Zahid Hasnain (World Bank). 2018.

“On the effects of culture on punishment of bribery: US vs. Pakistan.” with Catherine Eckel (UT Dallas). 2014.

Grants and Fellowships

“Safety perceptions, female mobility, and technological solutions: An evaluation of the Women Safety App in Pakistan” (with F. Malhi and Z. Aftab) – 2021 – Evidence in Governance and Politics (EGAP), University of California, Berkeley.

“Stereotyping and micro-aggression in the workplace: An experimental comparison between Arabs and Europeans” (with M. El-Komi) – 2019 – Research Support Grant, American University of Cairo.

“Gender and Discrimination in Pakistan” (with R. Memon) – 2016 – Faculty Initiative Fund, Lahore University of Management Sciences.

“Preferences for Islamic mutual funds” (with I. Haq) – 2016 – Faculty Initiative Fund, Lahore University of Management Sciences.

“Conspicuous consumption and access to credit” – World Bank – 2016.

“Lab experiments on governance and behavior” – World Bank – 2015.

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“How do we motivate public sector workers in developing countries?” (with P. Keefer) – Knowledge for change program, World Bank – 2013.

“Using laboratory experiments to estimate the effects of public sector pay reform on bureaucratic effort” (with P. Keefer) – 2012 – World Bank Research Support Budget.

“It’s not (just) about the money” (with C. Eckel and A. de Oliveira) – National Science Foundation (NSF SES-1062055) – 2011.

“Al-Qaida in a bar: composition and evolution of terrorist organizations” (with K. Abbink, D. Gupta, K. Hausman, and M. Labastida) – UT-Dallas Small Grant – 2010.

“Experimental analyses of corruption: Bribery, nepotism, and patronage” (with C. Eckel) – NSF Dissertation Improvement Grant (NSF SES-0921884) – 2008.

Vibhooti Shukla Fellowship – University of Texas at Dallas – 2007.

Refereeing and Professional Memberships

Referee: Journal of Development Economics; Journal of Law, Economics, and Organization; Games; Economic Inquiry; Policy and Politics; BioMed Central; Frontiers; Journal of Economic Behavior and Organization; Journal of Public Economics; Journal of Socio-Economics; Journal of Economic Psychology; American Journal of Political Science; Management Research Review; Economic Journal; Journal of Behavioral and Experimental Economics; World Bank Economic Review; Frontiers; Scandinavian Journal of Economics; Journal of Public Administration and Theory; Social Choice and Welfare; Journal of Experimental Social Psychology; Crime, Law and Social Change

Memberships: American Economic Association; American Political Science Association; Association for Public Policy Analysis and Management; Economic Science Association; Southern Economic Association; Royal Economic Society

University Service

Official positions: Deputy Head of School (2022-); PhD Admissions Director (2020-); PhD training officer (2018-2020); Seminar series organizer (2016-2020); Plagiarism officer (2015-2016).

Conference organization: Nudgathon (2022); Discrimination and Diversity workshop (2020); Symposium on Economic Experiments in Developing Countries (2017)

Other: UEA Behavioral Lab director, Centre for Behavioral and Experimental Social Science – (2017-2018)

PhD Students (with Placements)

Former: Lina Restrepo Plaza: Assistant Professor – Universidad del Valle (Colombia); Deanna Karapetyan: Financial Conduct Authority (UK); James Merewood: Rand Europe (UK)

Current: Vincent Melnikov: TBA (2023); Amir Jafarzadeh: TBA (2024); Sameen Tariq: TBA (2025)

Courses Taught

UEA: Development economics (UG) (2015-); Behavioral and experimental economics I & II (MS and PhD): (2018-);

UT-Dallas: Experimental economics (UG): (2010).

Other Writing and Engagements

The Conversation (4): <https://theconversation.com/hiring-friends-and-family-might-actually-be-good-for-business-new-research-181559>

BBC World News: <https://www.youtube.com/watch?v=ES9b4UyE7IQ&feature=youtu.be>

The Conversation (3): <https://theconversation.com/coronavirus-compliance-with-control-measures-will-fall-over-the-winter-holidays-expert-warns-149302>

The Conversation (2): <https://theconversation.com/will-increasing-fines-make-people-comply-with-coronavirus-rules-146900>

BBC Look East:

https://www.facebook.com/watch/live/?v=645463182828234&ref=watch_permalink

Telegraph: <https://www.telegraph.co.uk/news/2020/05/12/ministers-want-people-obey-rules-need-do/>

BBC Radio Norfolk: <https://www.bbc.co.uk/sounds/play/p08bs3vk>

The Conversation: <https://theconversation.com/complying-with-lockdown-does-become-harder-over-time-heres-why-138691>

Sky News: https://www.youtube.com/watch?v=fhK6N2Ney_s&t=14s

UEA Podcast: <https://www.youtube.com/watch?v=dKhF7QRJ-sc>

Higher Education Plus: <https://highereducationplus.com/events-of-the-past-can-help-us-make-decisions-during-the-crises-of-today/>

Invited Seminars, Conference Presentations, and Workshops

2022: The Economics of Corruption 2022, University of Passau; International Behavioral Public Policy annual conference, London School of Economics; Applied Development Economics annual conference, Lahore School of Economics; Centre for Competition Policy annual conference

2021: University of Nottingham; National School for Public Policy; University of Kent; Civil Service Academy, Lahore, Pakistan

2020: University of Gottingen, DE; Institute of Business Administration, Karachi, Pakistan; Lahore School of Economics, Pakistan; University of Nottingham; Netherlands Institute of Government annual conference; Pakistan Institute of Development Economics; National School for Public Policy, Lahore, Pakistan; Civil Service Academy, Lahore, Pakistan

2019: Second International Research Colloquium on Government Control - Lima; Behavioural Economics Conference, AU-Cairo, EG; Netherlands Institute of Government Annual

Conference, NL; University of Loughborough, UK; Advancements in Field Experiments Annual Conference, Chicago, US; European Consortium for Political Research General Conference, Wroclaw, Poland; EasternARC Experimental Workshop, Essex, UK; Health Economics Study Group Annual Conference, Norwich, UK; Behavioral Science and Policy Association, New York, US; Behavioral Models of Politics, Penn State, US; Gamification - Practice and Pedagogy - ALT East England, Norwich, UK; Thurgau Experimental Economics Meeting (theem), Kreuzlingen, CH; Workshop on Labour Economics, Trier, DE; Prague Conference on Behavioural Sciences, Prague, CZ; Experiments in Public Management Research, Brno, CZ

2018: Consortium for Development Policy Research, Lahore; Institute of Business Administration, Karachi; Lahore School of Economics; Lahore University of Management Sciences; Pakistan Institute of Development Economics; Workshop on Measuring the tricky things, Oxford; Inter-American Development Bank

2017: American University in Cairo; Workshop in Ethical dilemmas and cognitive dissonance in international development; Social Dilemmas workshop (University of Massachusetts, Amherst); Symposium on Economic Experiments in Developing Countries; Netherlands Institute of Government Annual Work Conference; OECD Working Party of Senior Public Integrity Officials

2016 and earlier: Experimental methods in policy (Ixtapa); Network for integrated behavioural science (U of East Anglia); Economic and Psychological Perspectives on Social Issues (U of Kent); Behavioural models of politics (U of Pittsburgh); Experimental methods in policymaking; Economic Science Association meetings; Symposium on Economic Experiments in Developing Countries; Workshop on Experimental Labour and Personnel Economics; University of East Anglia; International Atlantic Economic Society meetings; Economic Science Association meetings; NYU CESS Experimental Political Science Conference; Spelman-UCSD Experimental Methods Conference; University of Indonesia; State College of Accounting, Indonesia; Economic Science Association meetings; George Mason University; Université de Rennes, France; University of South Carolina; State College of Accounting, Indonesia; Lahore University of Management Sciences, Pakistan; Economic Science Association meetings; International Conference on Corruption: Causes, Consequences, and Control; Southern Economics Association meetings; UNU-WIDER Conference on Poverty and Behavioral Economics; Midwest Political Science Association meetings; Institute of Business Administration, Pakistan; Gates Foundation; World Bank; Southern Economics Association meetings; Economic Science Association meetings; NSF Conference on Politics Experiments: New Perspectives from the Lab, the Field, and the Classroom; NYU CESS Experimental Political Science Conference; University of Mannheim; Southern Economics Association meetings; Economic Science Association meetings; IAREP / SABE conference; Princeton Graduate Student Conference on Experiments in Interactive Decision Making; Chapman University; Washington University in St. Louis