

Sheheryar Banuri

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(Citizenship: USA, UK-ILR, and Pakistan)

Research Interests, Key Skills, and Bio

- Interests: Behavioral economics; motivation; effort; discrimination; management; health; finance; policy
- Skills:
 - Research design techniques
 - Statistical modelling techniques
 - Public sector governance and implementation
 - Policy and impact evaluation
 - Programming: Stata, R, SQL, Visual Basic, C, Python
 - Behavioral science
 - Data analytics
 - Project management
 - Grant writing
 - Public speaking
 - Human Resource Management
- Bio: I am a behavioral economist and an expert on motivation and incentives, behavior, and public policy. I have over 15 years of experience conducting rigorous economic research in partnership with multilateral institutions, private organizations, and government agencies. I use my training and experience to formulate appropriate questions and answer them using a variety of research methods. My work has been published in leading academic journals in economics, medicine, and computer science. My policy briefs have provided guidance to several government agencies. I am an effective communicator, presenting research findings to academics, practitioners, and lay audiences.

Education

- PhD, Public Policy and Political Economy, University of Texas at Dallas, 2011
- MSc, Applied Economics, University of Texas at Dallas, 2008
- BSc, Economics and Finance, University of Texas at Dallas, 2005

Professional Experience

- Associate Professor of Economics, University of East Anglia: 2015–Present
 - Published [numerous academic papers](#), appearing in leading academic journals in Economics, Medicine, and Computer Science.
 - Wrote a [series of policy briefs](#) which have generated policy advice on various topics for the governments of Indonesia, the Philippines, and Burkina Faso. Most recommendations were implemented.
 - Published one book on decision-making ([Good Decisions for Strange Situations](#)) and with another forthcoming in 2023 ([The Decisive Mind](#)).
 - Made several [contributions to the popular press](#), including articles for the Times and [The Conversation](#), [televised interviews](#) with BBC News, BBC World, and Sky News, radio interviews with BBC Norfolk and Sputnik News.
 - Awarded more than \$500K in research grants and fellowships.
 - Presented in nearly 100 academic and policy circles worldwide, including global conferences organized by multilateral organizations, governments, and academic departments.
 - Leadership positions held in the academic department included designing the MSc program in Behavioral and Experimental Economics; director of the Laboratory for Economic Decision-making Research (LEDRE); and director of PhD admissions.

- Co-organized two major academic conferences: the Symposium for Economic Experiments in Developing Countries (SEEDC) and the 1st Diversity and Discrimination Workshop. Served on the scientific committee for the 2nd Diversity and Discrimination Workshop.
- Taught Behavioral and Experimental Economics to MSc and PhD students with a focus on rigorous causal analysis methods including randomized control trials, laboratory methods (including field applications).
- Taught Development Economics to BSc students with a focus on the latest research in health, education, labor, migration, policy implementation, and behavioral science in developing countries.
- Successfully placed students in academic positions, doctoral programs, and jobs in academia, consulting, and industry.
- Economist/Consultant, World Bank, Development Economics Research Group: 2011–Present
 - Conducted primary applied research on labor topics including intrinsic and extrinsic incentives, recruitment and retention of talent, impact of performance-based bonuses, public sector reforms, and organizational design. Rigorously tested behavioral insights related to effort, health, and education.
 - Coauthor of the influential [World Development Report 2015: Mind, Society, and Behavior](#), responsible for mainstreaming behavioral insights in development organizations.
 - Managed and supervised multiple project teams of operational staff, research associates, and survey personnel with diverse skill sets, competencies, and backgrounds.
 - Provided intellectual support, data analysis expertise, and produced scientific papers and policy reports for the Development Economics Research and Public Sector Governance groups.
 - Conducted research and writing on grant applications for motivating public workers and estimating the effects of pay reforms in developing countries.
 - Led the design, implementation, and analysis of lab-in-the-field experiments, large-scale quantitative surveys, and impact evaluations in Indonesia, the Philippines, Burkina Faso, Pakistan, and Bangladesh.
 - Wrote background papers for two additional World Development Reports: [Governance and the Law](#), and [Digital Dividends](#).
- Research Assistant, University of Texas at Dallas: 2006–2011
 - Recruitment coordinator and experimenter with field experiment in “Natural Disaster Preparedness in Two Small Texas Communities”.
 - Development and programming support of “Loving the Longshot: Risk-Taking and Skewed Gambles,” and the Wireless Interactive Teaching System (WITS).
 - Logistics support with field experiments in Fair Park, neighborhood of Dallas, TX, “Publicly Driven Investment, Neighborhood Change, and Household Behavior”.
- Project Manager, AT&T Billing and Finance: 2001–2006
 - Developed applications and financial models to automate the end of month revenue journals and billing revenue reporting functions. Coded software to automate data entry functions of billing staff.
 - Duties included serving as specific point of contact for preparing financial reports, providing back-end database support for data related revenues, implementation of processes for automating billing audits, designing standard billing inquiry applications.
 - Projected savings to AT&T approximated \$60M p.a.

References:

- [Rachel T.A. Croson](#), Executive Vice President and Provost, University of Minnesota, provost@umn.edu
- [Robert Dur](#), Professor of Economics, Erasmus University Rotterdam, dur@ese.eur.nl
- [Catherine C. Eckel](#), Sara and John Lindsey Professor, Texas A&M University, ceckel@econmail.tamu.edu
- [Philip E. Keefer](#), Principal Advisor, Inter-American Development Bank, pkeef@iadb.org

Publications and Working Papers

- Peer-reviewed Publications

- Banuri, Sheheryar, Catherine Eckel, and Rick Wilson. 2022. "Does Cronyism Pay? Costly Ingroup Favoritism in the Lab." Forthcoming at *Economic Inquiry*.
- _____, Angela de Oliveira, and Catherine Eckel. 2019. "Care provision: An experimental investigation." *Journal of Economic Behavior and Organization*, 157, p. 615-630.
- _____, Stefan Dercon, and Varun Gauri. 2019. "Biased policy professionals." *World Bank Economic Review*, 33, 2, p. 310-327.
- Batrancea, Larissa, Anca Nichita, Jerome Olsen, Christoph Kogler, Erich Kirchler, Erik Hoelzl, Avi Weiss..., _____, ... et al. 2019. "Trust and power as determinants of tax compliance across 44 nations." *Journal of Economic Psychology* 74: 102191.
- _____, Damien de Walque, Philip Keefer, Haidara O. Diadie, Paul J. Robyn, and Maurice Ye. 2018. "The use of video vignettes to measure health worker knowledge. Evidence from Burkina Faso." *Social Science & Medicine*, vol 213, pp. 173-180.
- _____, and Philip Keefer. 2016. "Pro-social motivation, effort, and the call to public service." *European Economic Review*, vol 83, pp. 139-164.
- Hausman, Kjell, _____, Dipak Gupta, and Klaus Abbink. 2015. "Al Qaeda in a bar: Composition and evolution of terrorist organizations." *Public Choice*, vol 164(1-2), 57-73.
- _____, and Catherine Eckel. 2015. "Cracking down on bribery." *Social Choice and Welfare*, vol 45(3), pp.579-600.
- 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." *Journal of Artificial Societies and Social Simulation*, vol 17(3)5.

- Peer-reviewed Book Chapters

- Banuri, Sheheryar. 2021. "A Behavioural Economics Perspective on Compliance," in A. Riley, A. Stephan, A. Tubbs (eds.) *Perspectives on Antitrust Compliance*, Concurrences.
- _____, and Philip Keefer. 2016. "Mellowing with tenure? Socialization increases prosocial behavior in public organizations," in S.J. Goerg and J. Hamman (eds.) *Experiments in Organizational Economics, Research in Experimental Economics volume 19*, Emerald Group Publishing.
- _____, and Catherine Eckel. 2012. "Experiments in culture and corruption: A review," in Danila Serra and Leonard Wantchekon (eds.) *New Advances in Experimental Research on Corruption, Research in Experimental Economics volume 15*, Emerald Group Publishing.

- Books

- The Decisive Mind. *Forthcoming*. Hodder and Stoughton Press.
- Good decisions for strange situations. 2020. Hodder and Stoughton Press.
- 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).

- Policy Briefs

- Banuri, Sheheryar, and Varun Gauri. 2018. "Attitudes and perceptions of the World Bank Group staff towards the Sustainable Development Goals"
- _____, David Bulman, Luis F. Lopez-Calva, Ezequiel Molina, Abba Safir, and Siddharth Sharma. 2017. "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>).
- _____. 2016. "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>).
- _____, and Zahid Hasnain. 2014. "Pay reform and government performance in the Philippines."

- _____, Philip Keefer, and Matthew Kearney. 2013. “Lessons for Bureaucracy Reform from a survey of Indonesian public officials.”
- Working Papers
 - Banuri, Sheheryar. “Attracting honest workers: Organizational culture, corruption, and worker preferences” Invited chapter in C.K. Jha; A. Mishra, S. Sarangi (eds.) *Revisiting Corruption: Emerging Issues*, Emerald Group Publishing.
 - Ahmed, Husnain, _____, and Farasat Bokhari. 2021. “Discrimination in healthcare: A field experiment with Pakistan’s Transgender community.”
 - Malhi, Fareena N., Zehra Aftab, and _____. 2021. “When norms collide: The effect of religious holidays on compliance with COVID guidelines.”
 - _____, and Ha Nguyen. 2021. “Borrowing to keep up (with the Joneses): Inequality, debt, and conspicuous consumption.”
 - _____, Damien de Walque, Philip Keefer, and Paul Jacob Robyn. 2021. “Encouraging service delivery to the poor: Does money talk when health workers are pro-poor?”
 - _____, Philip Keefer, and Damien de Walque. 2020. “Love the job... or the patient? Task vs. mission-based motivations in healthcare.”
 - _____, Katarina Dankova, and Philip Keefer. 2020. “It’s not all fun and games: Feedback, purpose, and effort.”
 - _____, and Philip Keefer. 2018. “Was Weber right? The effects of pay for ability and pay for performance on pro-social motivation, ability and effort in the public sector.”
 - _____, and Rashid Memon. 2018. “The Value of Women’s Voice: Sexism and Mansplaining in the Labor Market”
 - _____, and Zahid Hasnain. 2018. “Performance pay and Management Practices in Public Bureaucracies: Evidence from the Philippines”
 - _____, and Catherine Eckel. 2014. “On the effects of culture on punishment of bribery: US vs. Pakistan.”
- Work in Progress
 - Banuri, Sheheryar, and Varun Gauri. “Expertise and responsiveness to behavioral biases in public organizations: Evidence from the World Bank”
 - _____, and Lina Restrepo-Plaza. “Commitment and cheap talk in the governance context.”
 - Ahmed, Husnain, and _____. “Mixed Strategies and Context.”
 - _____, Enrique Fatas, and Lina Restrepo-Plaza. “A preference for a simple twist of fate: An experiment on uncertain referendums and minimal voting rules”
 - _____, Malhi, Fareena N., and Zehra Aftab. “Female mobility in Pakistan.”

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

- 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

Popular press links:

- 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>
- Sputnik News: <https://sputniknews.com/us/202005211079371549-over-500-doctors-warn-trump-nationwide-shutdown-may-cause-millions-of-casualties/>
- 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

- 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: 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)
- 2015: 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;
- 2014: University of Indonesia; State College of Accounting, Indonesia; Economic Science Association meetings; George Mason University; Université de Rennes, France;
- 2013: 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;
- 2012: UNU-WIDER Conference on Poverty and Behavioral Economics; Midwest Political Science Association meetings; Institute of Business Administration, Pakistan;
- 2011: 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;
- 2010: NYU CESS Experimental Political Science Conference; University of Mannheim; Southern Economics Association meetings; Economic Science Association meetings; IAREP / SABE conference
- 2009: Princeton Graduate Student Conference on Experiments in Interactive Decision Making; Chapman University; Washington University in St. Louis