

# 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; experiments; finance
- Skills: Experimental design; econometrics; behavioral science; Stata; SQL; project management; science communication; research design; data analytics; policy evaluation; grant writing
- Bio: I am a behavioral economist and an expert on motivation and incentives, behavior, and public policy. I work in several areas, including labor, health, education, and finance. My policy work has provided guidance to the governments of Indonesia, the Philippines, and Burkina Faso. My academic work has been published in prestigious journals such as *Social Science and Medicine*, the *European Economic Review*, the *World Bank Economic Review*, and *Social Choice and Welfare* (among others). In addition, I have authored a number of policy briefs and am coauthor of the World Bank's [World Development Report 2015: Mind, Society, and Behavior](#), and the author of [Good Decisions for Strange Situations](#) (Hodder and Stoughton).

## 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

- University of East Anglia, School of Economics (Assistant/Associate Professor of Economics): 2015–Present
  - Besides numerous research activities (see publications), have held a number of leadership positions within the school, including director of PhD admissions, Lab director of the CBESS/LEDR behavioral research lab, and managing the departmental seminar series. I lead the master's program in Behavioral and Experimental Economics. I have carried out a number of lab and field experiments and provide support and mentoring for junior academics and PhD students. I currently am managing a large scale field experiment in Pakistan on female mobility and working on my book "The Decisive Mind" (coming in 2023).
- World Bank, Development Economics Research Group (Economist, Post-doc, Consultant): 2011–18
  - Designed and implemented three large scale surveys analyzing the impact of pay reforms on human resource issues in the public sector in developing countries (Indonesia and the Philippines), and on the biases of development professionals at the World Bank. Designed and conducted experiments with Indonesian students and public officials, health workers in Burkina Faso, and disaster relief workers in the US, to examine the impact of contract structures on effort and recruitment among motivated workers. Provided intellectual support, data analysis expertise, and produced scientific papers and policy reports for the Development Economics Research and Public Sector Governance groups.
- University of Texas at Dallas, School of Social Sciences (Research Assistant): 2006–11
  - 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".
- AT&T, Billing and Finance (Project Manager): 2001–06
  - Developed applications and financial models to automate the end of month revenue journals and billing revenue reporting functions. 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.

## Publications and Working Papers

### Peer-reviewed Publications

1. Banuri, Sheheryar, Angela de Oliveira, and Catherine Eckel. 2019. "Care provision: An experimental investigation." *Journal of Economic Behavior and Organization*, 157, p. 615-630.
2. \_\_\_\_\_, Stefan Dercon, and Varun Gauri. 2019. "Biased policy professionals." *World Bank Economic Review*, 33, 2, p. 310-327.
3. 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.
4. \_\_\_\_\_, 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.
5. \_\_\_\_\_, and Philip Keefer. 2016. "Pro-social motivation, effort, and the call to public service." *European Economic Review*, vol 83, pp. 139-164.
6. 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.
7. \_\_\_\_\_, and Catherine Eckel. 2015. "Cracking down on bribery." *Social Choice and Welfare*, vol 45(3), pp.579-600.
8. 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

1. Banuri, Sheheryar. 2021. "A Behavioural Economics Perspective on Compliance," in A. Riley, A. Stephan, A. Tubbs (eds.) *Perspectives on Antitrust Compliance*, Concurrences.
2. \_\_\_\_\_, 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.
3. \_\_\_\_\_, 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

1. The Decisive Mind. *Forthcoming*. Hodder and Stoughton Press.
2. Good decisions for strange situations. 2020. Hodder and Stoughton Press.
3. 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

1. Banuri, Sheheryar, and Varun Gauri. 2018. "Attitudes and perceptions of the World Bank Group staff towards the Sustainable Development Goals"
2. \_\_\_\_\_, David Bulman, Luis F. Lopez-Calva, Ezequiel Molina, Abla 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>).
3. \_\_\_\_\_. 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>).
4. \_\_\_\_\_, and Zahid Hasnain. 2014. "Pay reform and government performance in the Philippines."
5. \_\_\_\_\_, Philip Keefer, and Matthew Kearney. 2013. "Lessons for Bureaucracy Reform from a survey of Indonesian public officials."

### Working Papers

1. 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.
2. \_\_\_\_\_, Catherine Eckel, and Rick Wilson. 2021. “Deconstructing cronyism.” *Re&R at Economic Inquiry*
3. Ahmed, Husnain, \_\_\_\_\_, and Farasat Bokhari. 2021. “Discrimination in healthcare: A field experiment with Pakistan’s Transgender community.” *Under review*
4. Malhi, Fareena N., Zehra Aftab, and \_\_\_\_\_. 2021. “When norms collide: The effect of religious holidays on compliance with COVID guidelines.” *Under review*
5. \_\_\_\_\_, and Ha Nguyen. 2021. “Borrowing to keep up (with the Joneses): Inequality, debt, and conspicuous consumption.” *Under review*
6. \_\_\_\_\_, 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?” *Under review*
7. \_\_\_\_\_, Philip Keefer, and Damien de Walque. 2020. “Love the job... or the patient? Task vs. mission-based motivations in healthcare.” *Under review*
8. \_\_\_\_\_, Katarina Dankova, and Philip Keefer. 2020. “It’s not all fun and games: Feedback, purpose, and effort.” *Under review*
9. \_\_\_\_\_, 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.”
10. \_\_\_\_\_, and Rashid Memon. 2018. “The Value of Women’s Voice: Sexism and Mansplaining in the Labor Market”
11. \_\_\_\_\_, and Zahid Hasnain. 2018. “Performance pay and Management Practices in Public Bureaucracies: Evidence from the Philippines”
12. \_\_\_\_\_, and Catherine Eckel. 2014. “On the effects of culture on punishment of bribery: US vs. Pakistan.”

### Work in Progress

1. Banuri, Sheheryar, and Varun Gauri. “Expertise and responsiveness to behavioral biases in public organizations: Evidence from the World Bank”
2. \_\_\_\_\_, and Lina Restrepo-Plaza. “Commitment and cheap talk in the governance context.”
3. Ahmed, Husnain, and \_\_\_\_\_. “Mixed Strategies and Context.”
4. \_\_\_\_\_, Enrique Fatas, and Lina Restrepo-Plaza. “A preference for a simple twist of fate: An experiment on uncertain referendums and minimal voting rules”
5. \_\_\_\_\_, Malhi, Fareena N., and Zehra Aftab. “Female mobility in Pakistan.”

### **Grants and Fellowships**

1. 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
2. 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
3. Gender and Discrimination in Pakistan (with R. Memon) – 2016 – Faculty Initiative Fund, Lahore University of Management Sciences
4. Preferences for Islamic mutual funds (with I. Haq) – 2016 – Faculty Initiative Fund, Lahore University of Management Sciences
5. Conspicuous consumption and access to credit – World Bank – 2016
6. Lab experiments on governance and behavior – World Bank – 2015
7. How do we motivate public sector workers in developing countries? (with P. Keefer) – Knowledge for change program, World Bank – 2013
8. Using laboratory experiments to estimate the effects of public sector pay reform on bureaucratic effort (with P. Keefer) – 2012 – World Bank Research Support Budget
9. It’s not (just) about the money (with C. Eckel and A. de Oliveira) – National Science Foundation (NSF SES-1062055) – 2011

10. 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
11. Experimental analyses of corruption: Bribery, nepotism, and patronage (with C. Eckel) – NSF Dissertation Improvement Grant (NSF SES-0921884) – 2008
12. 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; 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

- PhD Admissions Director – 2020 – Present; PhD training officer – 2018-2020; Seminar series organizer – 2016-2020
- Co-organizer, Symposium on Economic Experiments in Developing Countries – 2017
- Lab director, Centre for Behavioral and Experimental Social Science – 2017-2018
- Plagiarism officer – 2015-2016

## PhD Students

- Former: Lina Restrepo Plaza – Placement: Assistant Professor – Universidad del Valle (Colombia)
- Current: Deanna Karapetyan (On the market); James Merewood (final year); Vincent Melnikov (second year); Amir Jafarzadeh (first year)

## Courses Taught

- Current: Development economics (UG); Behavioral and experimental economics I (MS)
- Previous: Behavioral and experimental economics II (MS): 2019 – 2020; Behavioral and experimental economics (PhD): 2017 – 2018; Experimental economics (UG): 2010 - 2010

## 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

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- 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

### Social media links:

- Twitter: <https://twitter.com/Sheheryarbanuri>
- LinkedIn: <https://www.linkedin.com/in/sheheryar-banuri-683a85aa/>
- Official web: <https://expertfile.com/experts/sheheryar.banuri/sheheryar-banuri>
- Unofficial web: <https://www.sbanuri.com/>
- UEA Web: [https://people.uea.ac.uk/s\\_banuri](https://people.uea.ac.uk/s_banuri)

### Popular press links:

1. BBC World News: <https://www.youtube.com/watch?v=ES9b4UyE7IQ&feature=youtu.be>
2. BBC One News (January 2021): No link
3. The Conversation (3): <https://theconversation.com/coronavirus-compliance-with-control-measures-will-fall-over-the-winter-holidays-expert-warns-149302>
4. The Conversation (2): <https://theconversation.com/will-increasing-fines-make-people-comply-with-coronavirus-rules-146900>
5. BBC Look East: [https://www.facebook.com/watch/live/?v=645463182828234&ref=watch\\_permalink](https://www.facebook.com/watch/live/?v=645463182828234&ref=watch_permalink)
6. Telegraph: <https://www.telegraph.co.uk/news/2020/05/12/ministers-want-people-obey-rules-need-do/>
7. BBC Radio Norfolk: <https://www.bbc.co.uk/sounds/play/p08bs3vk>
8. The Conversation: <https://theconversation.com/complying-with-lockdown-does-become-harder-over-time-heres-why-138691>
9. Sky News: [https://www.youtube.com/watch?v=fhK6N2Ney\\_s&t=14s](https://www.youtube.com/watch?v=fhK6N2Ney_s&t=14s)
10. UEA Podcast: <https://www.youtube.com/watch?v=dKhF7QRJ-sc>
11. Sputnik News: <https://sputniknews.com/us/202005211079371549-over-500-doctors-warn-trump-nationwide-shutdown-may-cause-millions-of-casualties/>
12. Higher Education Plus: <https://highereducationplus.com/events-of-the-past-can-help-us-make-decisions-during-the-crises-of-today/>
13. Business Plus TV: <https://www.youtube.com/watch?v=WK0To4-rLb4>
14. Hum News: <https://www.youtube.com/watch?v=fgqF-tb619o>

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## References:

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