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Dual citizenship: Peruvian/ Spanish

EMPLOYMENT

- 2022 – Present. **Universidad de los Andes (Bogotá, Colombia),**
Associate Professor,
Specializations Director
School of Management
- 2017- 2022 **Universidad de los Andes (Bogotá, Colombia),**
Assistant Professor,
School of Management
- 2015- 2017 **Universidad de Piura – UDEP (Lima, Perú)**
Assistant Professor,
Department of Economics

EDUCATION

- 2010 – 2015 **Universitat Pompeu Fabra – UPF (Barcelona, Spain)**
PhD in Economics, June 2015. Cum laude.
- 2014 – 2015 **Florida State University – FSU (Florida, USA)**
Visiting Scholar
- 2009 – 2010 **Universitat Pompeu Fabra – UPF (Barcelona, Spain)**
Master of Research, Economics
- 2008 – 2009 **Barcelona Graduate School of Economics – BGSE (Barcelona, Spain)**
Master of Science, Economics
- 2000 – 2005 **Pontificia Universidad Católica Del Perú – PUCP (Lima, Perú)**
Bachelor of Science, Economics. Cum laude.

RESEARCH FIELDS

Labor Economics, Organizational Economics, Managerial Economics, Behavioral Economics and Experimental Economics.

PUBLICATIONS

“Back to the funding ratio! Addressing the duration puzzle and retirement income risk of defined contribution pension plans” (Joint with Daniel García-Mantilla, Lionel Martellini, Manuel E. García-Huitrón). *Journal of Banking and Finance*, Volume 159, Forthcoming February 2024, 107061.

“Workplace Incentives and Organizational Learning” (Joint with Francesco Amodio). *Journal of Labor Economics*, Volume 41, Number 2, April 2023.

“Managing Uncertainty: An Experiment on Delegation and Team Selection” (Joint with John Hamman). *Organization Science*, March 2022.

“Input Allocation, Workforce Management and Productivity Spillovers: Evidence from Personnel Data” (Joint with Francesco Amodio). The Review of Economic Studies 85(4), 2018, 1937-1970.

“Behavioral Spillovers in Organizations A Selective Review”. December 2016, in Research in Experimental Economics Vol. 19: Experiments in Organizational Economics

WORKING PAPERS

“Project Selection with Biased Advisors” (Joint with John Hamman and Eric Schmidbauer). *Last version December 2023.*

“Inputs, Asymmetric Information, and Incentives at the Workplace” (Joint with Francesco Amodio). *Last version December 2023.*

“Long versus Short Run Matching Effects: A Study of the NFL Draft” (Joint with Pablo Casas, Stephen Hansen and Francisco de Asís). *Last version December 2023.*

WORK IN PROGRESS

“Organizational effects of Inequality Perception on Promotion” (Joint with John Hamman). *Last version August 2022.*

TEACHING EXPERIENCE

2020-2023	Strategy, Universidad de los Andes – School of Management. Professor (Master Level)
2023	Foundations of Management, Universidad de los Andes – School of Management. Professor
2022	Foundations of Management, Universidad de los Andes – School of Management. Professor (PhD)
2017-2023	Public Management, Universidad de los Andes – School of Management. Professor
2019	Incentive Management, Universidad de los Andes – School of Management. Professor
2017-2018	Managerial Economics, Universidad de los Andes – School of Management. Professor (MBA),
2017	Foundations of Management, Universidad de los Andes – School of Management. Professor
2017	Public Finance and Public Policies, UDEP – Economics Department. Professor
2015-2017	Game Theory, UDEP – Economics Department. Professor
2015-2016	Economics of Organization, UDEP – Economics Department. Professor

PROFESSIONAL ACTIVITIES

Conferences and Workshops

2023	Institutional and Organizational Economics Academy (IOEA 2023), Corcega-France.
2022	2022 European ESA meeting, Bologna, Italy. August.
2020	24th Annual Conference of the Society for Institutional & Organizational Economics (SIOE), June, online conference.
2020	EALE SOLE AASLE World conference, June, online conference.
2020	Organization Science Special Issue Conference, May, online conference.
2019	Wharton Global Faculty Development Program, August, 6-8.
2019	23rd Annual Conference of the Society for Institutional & Organizational Economics (SIOE), June, 27-29.
2019	European Workshop on Experimental and Behavioral Economics (EWEBE), June, 17-18.
2019	10 th International Conference of the French Association of Experimental Economics: Toulouse, June, 19-21.
2018	Annual Congress of the Peruvian Economic Association – Universidad de Piura
2018	Entrepreneurship and Private Enterprise Development (EPED) in Emerging Economies Workshop: 1-2 de Junio, Montreal, Canadá.
2017	1 st Latin American Workshop on Experimental and Behavioral Social Sciences (LAWEBESS)

2017	NBER Summer Institute - Productivity, Development & Entrepreneurship
2016	Workshop on Productivity, Entrepreneurship, and Development: September 2-3. McGill University, Montreal, Canada.
2016	Annual Congress of the Peruvian Economic Association - PUCP
2016	19th Colloquium on Personnel Economics: COPE2016 in Aachen University
2015	Latin American Economic Association Meeting - Santa Cruz Bolivia
2015	Annual Congress of the Peruvian Economic Association - Universidad Pacífico
2015	NBER Summer Institute - Productivity, Development & Entrepreneurship
2015	NBER's Development Program Meeting/joint BREAD Conference, September 25-26, at NBER, 1050 Mass. Ave, Cambridge, MA
2015	Trans-Atlantic Doctoral Conference, London Business School
2015	IE Doctoral Consortium
2014	SAEe, Palma de Mallorca
2013	North-American ESA conference, University of California - Santa Cruz
2013	1 st Xmas Xperimental Workshop, University of Granada
2013	Barcelona Labor Economics Summer School, BGSE

Seminars

2021	University of Massachusetts Amherst (presented by coauthor John Hamman), Massachusetts Institute of Technology – Organizational Economics Group (presented by coauthor Francesco Amodio), Universidad de San Marcos de Perú.
2019	Bogotá Experimental and Behavioral Economics, Universidad Nacional de Colombia
2018	Universidad de los Andes (Economics), Universidad del Rosario, Universidad de Piura
2017	Universidad de los Andes, University of North Carolina, Greensboro
2015	Universidad Javeriana, Universidad Católica de Chile, Universidad de Islas Baleares

HONORS, SCHOLARSHIPS AND FELLOWSHIPS

2018-2021	FAPA, Fondo de Apoyo para Profesores Asistentes de la Universidad de los Andes.
2017	International Foundation for Research in Experimental Economics – IFREE small grant award
2016	Universidad de Piura, Internal grant.
2013	Barcelona Graduate School of Economics, small grant, 2013 (€ 2040).
2012-2015	FI Graduate Research scholarship, Generalitat de Catalunya.
2010-2012	“Consolider” Research Assistant scholarship, University Pompeu Fabra
2009-2010	Teaching Assistant scholarship, University Pompeu Fabra.
2008-2009	M.Sc. full tuition fee waiver, Barcelona Graduate School of Economics.
2005	AFP Unión Vida Award for Outstanding Academic Achievement in Economics, Perú.

ADDITIONAL INFORMATION

Languages: Spanish (native), English (fluent).

Reviewer: PLOS one, Journal of Labor Economics, Labour Economics Journal, Research Policy, Apuntes.

Professional Service: Consulting Service for LOGYCA and BID 2021 “Pilot for the Reduction of Food Residuals in Colombian Markets”; Consulting Service for OSIPTEL 2019 “Theoretical Analysis of Variable Compensations due to the Interruption of the Telecommunication Service”.

Computer Skills: EViews, STATA, MATLAB, Python, Mathematica, LaTeX, zTree, SPSS, Office.

Last modified december/2023