

Detailed Curriculum Vitae

Rainer Michael Rilke

Assistant Professor of Business Economics

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RESEARCH INTERESTS

Behavioral Economics & Ethics | Experimental Economics

CURRENT POSITION

05/16 - today Assistant Professor at WHU - Otto Beisheim School of Management

PREVIOUS APPOINTMENTS & EDUCATION

05/17 - 07/17 Visiting Research Fellow, CREED, University Amsterdam, Netherlands

04/15 - 04/16 Senior Consultant Baker Tilly Roelfs, Fraud Risk Compliance

05/10 - 12/14 PhD Economics (Dr. rer. pol.), University of Cologne, Germany

09/13 - 12/13 Research Fellow Program on Negotiation, Harvard University, Boston, US

10/05 - 10/09 Diploma in Economics, University Bonn, Germany

PUBLICATIONS

Litvinova, Y., Rilke, R. M., & Guenther, C. (2023). Me, myself, and I: Image concerns and honesty in immersive VR. *Computers in Human Behavior, forthcoming*.

Leib, M., Köbis, N. C., Rilke, R. M., Hagens, M., & Irlenbusch, B. (2023). Corrupted by algorithms? How AI-generated and human-written advice shape (dis)honesty. *The Economic Journal, forthcoming*. <https://arxiv.org/abs/2301.01954>.

Reggiani, T., & Rilke, R. M. (2023). Designing social incentive contracts for online gig workers. *Journal of Business Ethics, forthcoming*. <https://doi.org/10.1007/s10551-023-05428-7>.

Fischer, M., Rilke, R. M., & Yurtoglu, B. B. (2023). When, and why, do teams benefit from self-selection? *Experimental Economics, forthcoming*. <https://doi.org/10.1007/s10683-023-09800-2>.

Rilke, R. M., Danilov, A., Weisel, O., Shalvi, S., & Irlenbusch, B. (2021). When leading by example leads to less corrupt collaboration. *Journal of Economic Behavior & Organization, 188*, 288–306. <https://doi.org/10.1016/j.jebo.2021.05.007>.

Irlenbusch, B., Rilke, R. M., & Walkowitz, G. (2019). Designing feedback in voluntary contribution games: The role of transparency. *Experimental Economics, 22*(2), 552–576. <https://doi.org/10.1007/s10683-018-9575-2>.

Hennig-Schmidt, H., Irlenbusch, B., Rilke, R. M., & Walkowitz, G. (2018). Asymmetric outside options in ultimatum bargaining: A systematic analysis. *International Journal of Game Theory, 47*(1), 301–329. <https://doi.org/10.1007/s00182-017-0588-4>.

Conrads, J., Irlenbusch, B., Reggiani, T., Rilke, R. M., & Sliwka, D. (2016). How to hire helpers? Evidence from a field experiment. *Experimental Economics, 19*(3), 577–594. <https://doi.org/10.1007/s10683-015-9455-y>.

- Rilke, R. M., Schurr, A., Barkan, R., & Shalvi, S. (2016). One-by-one or all-at-once? Self-reporting policies and dishonesty. *Frontiers in Psychology, 7*, 1–7. <https://doi.org/10.3389/fpsyg.2016.00113>.
- Conrads, J., Reggiani, T., & Rilke, R. M. (2016). Reducing ambiguity in lotteries: Evidence from a field experiment. *Applied Economics Letters, 23*(3), 206–211. <https://doi.org/10.1080/13504851.2015.1066480>.
- Conrads, J., Ellenberger, M., Irlenbusch, B., Ohms, E. N., Rilke, R. M., & Walkowitz, G. (2016). Team goal incentives and individual lying behavior. *Die Betriebswirtschaft, 76*(1), 103–123.
- Rilke, R. M. (2016). On the duty to give (and not to take): An experiment on moralistic punishment. *Journal of Business Economics, 87*(9), 1129–1150. <https://doi.org/10.1007/s11573-017-0851-y>.
- Lönnqvist, J.-E., Rilke, R. M., & Walkowitz, G. (2015). On why hypocrisy thrives: Reasonable doubt created by moral posturing can deter punishment. *Journal of Experimental Social Psychology, 59*, 139–145. <https://doi.org/10.1016/j.jesp.2015.04.005>.
- Conrads, J., Irlenbusch, B., Rilke, R. M., Schielke, A., & Walkowitz, G. (2014). Honesty in tournaments. *Economics Letters, 123*(1), 90–93. <https://doi.org/10.1016/j.econlet.2014.01.026>.
- Conrads, J., Irlenbusch, B., Rilke, R. M., & Walkowitz, G. (2013). Lying and team incentives. *Journal of Economic Psychology, 34*, 1–7. <https://doi.org/10.1016/j.joep.2012.10.011>.

PAPERS UNDER REVIEW & REVISE AND RESUBMIT

- Rilke, R. M., van Pelt, V., Lehnen, S., & Guenther, C. (2023). Motivating low performers with input-based relative performance feedback. *R&R at The Accounting Review*.
- Huynh, T. L. D., Stratmann, P., & Rilke, R. M. (2023). No influence of simple moral awareness cues on cheating in an online experiment. *R&R at Journal of Behavioral and Experimental Economics*.
- Guenther, C., Rilke, R. M., & Lehnen, S. (2023). Formalization of annual performance feedback and employees' job satisfaction in the SME context. *R&R at Journal of Small Business Management*.

Irlenbusch, B., Köbis, N. C., & Rilke, R. M. (2023). Behavioral ethics of artificial intelligence. In S.-H. Chuah, R. Hoffmann, & A. Neelim (Eds.), *Elgar Encyclopedia of Behavioural and Experimental Economics*. Edward Elgar Publishing Ltd.

WORK IN PROGRESS

Urbig, D., Guenther, C., & Rilke, R. M. (2023). Entrepreneurs' prosocial behaviors: Challenging the idea of the selfish solo and the prosocial team entrepreneur.

Verrina, E., Rilke, R. M., & Galeotti, F. (2023). Incentives, beliefs, and group dishonesty.

Suelberg, D., Guenther, C., & Rilke, R. M. (2023). Does CSR attract the righteous? Evidence from a field experiment on the selection effect of corporate social responsibility.

Koelle, F., Rilke, R. M., & Schwerter, F. (2023). On the consistent malleability of social preferences.

Mill, W., & Rilke, R. M. (2023). An experiment on the deterrence of corporate corruption.

Frischmann, B., Rilke, R. M., & Lopez-Hemseg, L. (2023). Engineering consent. *Working Paper*.

CONFERENCES & INVITED PRESENTATIONS

2023 SPUDM, WU Vienna; Verein für Socialpolitik, University Regensburg; Workshop on Field Experiments in Business and Economics, HHU Düsseldorf

2022 ESA World Meeting, Bologna

2021 Seminar, University of Potsdam; Seminar, CNRS - GATE, Lyon; Joint research colloquium of WHU and the University Heidelberg

2020 Seminar, University Mannheim; ESA Global Online Meeting; Verein für Socialpolitik;

2019 Winter summit, University Innsbruck; SPUDM, University of Amsterdam; ESA European Meeting, Dijon; Seminar, School of Higher Economics, Moscow; Seminar, MPI Bonn

2018 Colloquium on Personnel Economics, LMU Munich; Workshop on Socially Responsible Investments, Pisa University; Academy of Management, Chicago; Seminar Martin-Luther-University Halle-Wittenberg, Halle; ESA World Meeting, HU Berlin; EEA Meeting, University of Cologne; Seminar BSB Dijon; International Business Ethics Conference, New York

2017 TIBER 2017 Symposium on Psychology and Economics, Tilburg Institute for Behavioral Economics Research; Seminar, University Trier; Seminar, University Amsterdam (CREED)

2016 Nordic Conference on Behavioral and Experimental Economics, BI Norwegian Business School, Oslo

PRESS COVERAGE

2023 (scheduled) Freundschaften am Arbeitsplatz, Wirtschaftswoche. (scheduled) [KI korumpiert](#), Harvard Business Manager. [Employees should not be allowed to choose their teammates](#), POST Online Media.

2021 [If A.I. isn't counterintuitive, why should we pay for it?](#), Fortune. Artificial intelligence as a negative influence, Explica. [AI can persuade people to make ethically questionable decisions, study finds](#), Venturebeat.

2019 [Demotivierende Vorbilder](#), Harvard Business Manager.

2017 [Wie Trinkgeld Mitarbeiter beeinflusst](#) - Wirtschaft Studenten der WHU haben intensiv

mit Firmen der Region zusammengearbeitet, Rhein-Zeitung.

GRANTS & AWARDS

1. ECONtribute Start-Up Grant “Trust in Algorithms”, University of Cologne (3.500 €, 2023, together with Bernd Irlenbusch)
2. C-SEB Junior Start-Up Grant “Two edges of social image concerns”, University of Cologne (2.000 €, 2020, together with Felix Kölle and Frederik Schwerter)
3. CEREB “Incentives and (incomplete) lying”, LUMSA University Rome (6.000 €, 2018, together with Tommaso Reggiani)
4. My paper “Lying and team incentives” was awarded as one of the **5 most highly cited papers** published in Journal of Economic Psychology.

TEACHING

A list of all courses and lectures taught with the corresponding teaching evaluation. Grading scale ranges from 1 (excellent) to 5 (satisfactory). The overall unweighted average is 2.11.

WHU - Otto Beisheim School of Management	Level	Year	Grade
Behavioral Ethics	BSc	22/23	2.19
		21/22	2.00
		19/20	2.53
		18/19	2.54
		17/18	2.20
		16/17	2.10
Sustainability in the Textile Industry	BSc	21/22	1.80
		19/20	1.96
		18/19	3.07
		17/18	1.90
Field Experiments in Organizations	MSc	21/22	2.24
		20/21	1.50
		19/20	1.54
		18/19	1.63
		17/18	2.00
Managerial Economics	MSc	16/17	3.16
Burgundy School of Business in Dijon	Level	Year	Grade
Business Ethics	MSc	18/19	1.64
		17/18	1.97

SERVICE & ADMINISTRATION

Refereeing Services

Journal of Economic Behavior & Organization, Experimental Economics, Games and Economic Behavior, Economics Letters, Homo Oeconomicus, International Review of Economics, Games, The Scandinavian Journal of Economics, Journal of Empirical Legal Studies, Academy of Management, Journal of Business Economics, Nature Scientific Reports, Czech Science Foundation, Labour Economics, Emerging Markets Review, International Review of Law & Economics, Review of Managerial Science, Journal of Behavioral & Experimental Economics, Journal of Business Ethics.

Other

2021 Guest-Editor of Special Issue in Games on [Experiments on Dishonesty in Strategic Interactions](#)

MEMBERSHIPS

Verein für Socialpolitik, Economics Science Association, Academy of Management