

UNIVERSITY OF MILAN

Public selection for the coverage of n. 1 position(s) of Fixed-term Researcher in Tenure Track (RTT) for the competitive sector 13/A2 - ECONOMIC POLICY - scientific-disciplinary sector SECS-P/02 - ECONOMIC POLICY to be filled by call pursuant to art. 24 of Law 240/2010 as amended by art.14 paragraph 6-decies of Legislative Decree 36/2022 converted with amendments, by Law 79/2022 at the Department of Economics, Management and Quantitative Methods - Competition code 5574

## **[Lina Lozano]**

### **CURRICULUM VITAE**

(N.B. CV MUST BE OF UP TO 30 PAGES AND INCLUDE THE DETAILS CANDIDATES CONSIDER USEFUL FOR THE ASSESSMENT.

ALL THE TITLES INSERTED BELOW ARE JUST EXAMPLES THAT CAN BE REPLACED, CHANGED OR COMPLETED)

#### **PERSONAL DATA (DO NOT INCLUDE YOUR PERSONAL ADDRESS AND LANDLINE OR MOBILE PHONE NUMBER)**

<b>SURNAME</b>	LOZANO
<b>NAME</b>	LINA
<b>DATE OF BIRTH</b>	[ 24,11,1991 ]

#### **QUALIFICATIONS**

##### **DEGREE**

*(Specify full degree name, University, date, etc.)*

[2015 - 2017]: Research Master in Clinical and Cognitive Neuroscience, Spec. Neuroeconomics. Thesis title: The Impact of the Menstrual Cycle on Bargaining Behavior. Advisors: Prof. Arno Riedl and Prof. Christina Rott. Maastricht University, Netherlands. Graduation: 31/08/2017

[2014 - 2017]: Research Master in Economics. Thesis title: The Impact of Meditation on School Performance. Evidence for Colombia. Advisors: Prof. Darwin Cortes. Graduation: 17/03/2017

[2009 - 2014]: Bachelor's Degree in Economics - Universidad del Rosario. Bogota, Colombia. Graduation: 24/04/2014

##### **DOCTORAL DEGREE OR EQUIVALENT QUALIFICATION EARNED IN ITALY OR ABROAD / MEDICAL SPECIALISATION DIPLOMA OR EQUIVALENT QUALIFICATION, FOR THE RELEVANT SECTORS, EARNED IN ITALY OR ABROAD**

*(Specify qualification full name, institution, date, etc.)*

[2017 - 2021] PhD Cum Laude in Economics, Behavioral Economics - Maastricht University, School of Business and Economics (SBE). Department of Microeconomics and Public Economics + Center for Neuroeconomics, The Netherlands. Doctoral Thesis: Experimental Studies on Bargaining and Competitive Behavior. Supervisors: Prof. Arno Riedl, Prof. Christina Root, and Prof. Ernesto Reuben. Graduation: 09/09/2021

## RESEARCH CONTRACTS, RESEARCH FELLOWSHIP CONTRACTS, POSTDOCTORAL SCHOLARSHIPS OR SIMILAR CONTRACTS

*(Specify, for each contract, university/institution, starting and termination date, etc.)*

2021 - Present: Postdoctoral Associate - Center for Behavioral Institutional Design (C-BID). New York University Abu Dhabi

2020 - January: Visitor Scholar - University of Pittsburgh, Department of Economics. 3 months visit. Host: Prof. Lise Vesterlund; Pittsburgh, USA.

2019 - March : Visitor Scholar - NYU Abu Dhabi, Department of Social Sciences. 2 months visit. Host: Prof. Ernesto Reuben; Abu Dhabi, UAE.

2018 - November : Visitor Scholar - NYU Abu Dhabi, Department of Social Sciences. 1 month visit. Host: Prof. Ernesto Reuben; Abu Dhabi, UAE.

2017 - November: Visitor Scholar - NYU Abu Dhabi, Department of Social Sciences. 1 month visit. Host: Prof. Ernesto Reuben; Abu Dhabi, UAE.

2016 - 2017: Research assistant at Maastricht University, with Prof. Arno Riedl and Christina Rott.

2014 - 2017: Research assistant at the Department of Economics at Universidad del Rosario, with Prof. Dario Maldonado.

## TEACHING ACTIVITIES AT ITALIAN OR FOREIGN UNIVERSITIES

*(Specify academic year, university, degree course, number of hours etc.)*

2023: Guest Lecturer for a Behavioral Economics course for Bachelor in Economics at New York University Abu Dhabi

2022: Guest Lecturer for a Behavioral Economics course for Bachelor in Economics at New York University Abu Dhabi

2022: Guest lecture on "The Impact of the Menstrual Cycle on Bargaining" at the Universidad de Los Andes (Colombia), September 2022.

2022: Guest lecture on "Introduction to Neuroeconomics" at the Universidad Autónoma de Bucaramanga (Colombia)

2021: Guest lecture on "The Impact of the Menstrual Cycle on Bargaining" at the Universidad de Los Andes (Colombia), September 2022.

## 2016 - 2020: Teaching Assistant of Bachelor courses at the School of Business and Economics - Maastricht University. Courses taught include:

Economics Psychology (32h per 4 groups of 15 students each, I taught this course two years + Exam grading)

Economic Games (12h per 4 groups of 15 students each, I taught this course two years + Exam grading)

Understanding Society (32h per 4 groups of 15 students each, I taught this course two years + Exam grading)

International Economics (32h per 4 groups of 15 students each, I taught this course two years)

Managerial Economics (32h per 4 groups of 15 students each, I taught this course four years + Exam grading)

Economic History (32h per 4 groups of 15 students each, I taught this course two years)

Micro/Macro Economy (32h per 4 groups of 15 students each, I taught this course one year)

**2013 - 2016: Teaching Assistant of Bachelor courses at the Department of Economics - Universidad del Rosario. Courses taught include:**

Microeconomics (32h per 1 group of 30 students, I taught this course two years)

Macroeconomics (32h per 1 group of 30 students, I taught this course two years)

Economic Growth (32h per 1 group of 30 students, I taught this course two years)

Mathematical Economics (32h per 1 group of 15 students, I taught this course one year)

Calculus (32h per 1 group of 30 students, I taught this course two years)

#### **ATTESTED TRAINING OR RESEARCH ACTIVITIES AT QUALIFIED ITALIAN OR FOREIGN INSTITUTIONS**

*(Specify academic year, institution, course, period, etc.)*

2024: Co-Organizer of the "International Symposium In Experimental Economics" at New York University Abu Dhabi.

2023: Research activities with NYUAD and local government at UAE to study and propose interventions for solving Conspicuous Consumption

2023: Participated at the Majalis Abu Dhabi Nudgeathon with local government at UAE and NYUAD

2022: Co-Organizer of the Interdisciplinary Workshop "Gender in Organizations: Insights from Economics and Psychology" at New York University Abu Dhabi.

2022: Co-Organizer of the Inaugural Meeting of the MENA Network of Experimental Social Scientists at New York University Abu Dhabi.

2022: Co-Organizer of the internal Interdisciplinary Workshop on Gender Research: Insights from Experiments in Psychology and Economics at New York University Abu Dhabi.

2019: Attended the Neuroeconomics Summer School at NYU Shanghai, receiving the Excellence award for the 2nd best research project.

2019: Coordinator of research seminars at Maastricht University.

2017: Completed a Programming Course in Economic Experiments with z-Tree at Konstanz University, Germany.

2016 - 2017: Research assistant at Maastricht University.

2014 - 2017: Research assistant at Universidad del Rosario.

2014 - 2016: Coordinator of "Semillero de Investigación" at Universidad del Rosario.

**Refereeing activities:**

Journal of Economic Behavior and Organization, Journal of Economic Psychology, Journal of Labor Economics, Journal of Public Economics, Economia Politica.

**ATTESTED ACTIVITY IN THE CLINICAL FIELD**

*(Specify date, duration, role, institution where the aid activity was carried out, etc.)*

**IMPLEMENTATION OF PROJECTS**

*(Specify date, project name, etc.)*

**Lozano, L., & Reuben, E. (2022). (Re)Measuring preferences for competition.**

Status: Reject & Resubmit at The Economic Journal, December 2023.

Individuals' willingness to compete is a key predictor of their educational and labor market outcomes. However, the factors underlying individuals' decisions to compete are still not fully understood. Recent research suggests that an important determinant of these decisions is simply how much individuals enjoy or dislike performing in a competitive environment. In other words, their preferences for competition. In this paper, we present an experiment designed to precisely measure individuals' preferences for competition. Our experiment has three distinct features. First, unlike previous work, competition-entry decisions are unaffected by risk preferences. Second, we use an intuitive and incentive-compatible method to elicit individuals' belief of winning. Third, we collect numerous decisions per individual, enabling us to estimate the monetary value of their preferences for competition, evaluate the consistency of their choices with expected utility maximization, and observe whether they exhibit a stable inclination or disinclination to compete. We find strong evidence that many individuals are willing to give up a sizable fraction of their expected earnings to either compete or refrain from competing. In addition, we find that individuals' decisions to compete are highly consistent with expected utility maximization, and most individuals are either persistently competition loving or persistently competition averse. We also find that preferences for competition depend on the number of competitors but not on gender.

**Lozano, L., Rott, C., & Riedl, A. The Impact of the Menstrual Cycle on Bargaining Behavior (2024).**

Status: Reject & Resubmit at The Economic Journal, July 2024.

In this project, we examine experimentally whether the menstrual cycle - and possibly the hormones progesterone and oestrogen - influences women's bargaining behavior. We implement a negotiation environment using a bilateral unstructured bargaining scheme with asymmetric information. Following the bargaining game, risk and social preferences are elicited. Before coming to the laboratory, subjects are asked to track their menstrual cycle for three months. Hence, an accurate measurement of individual cycle length and the phase each woman is in during the experimental session is obtained based on their self-reported information. Our findings confirm our hypotheses. That is, bargaining behavior varies over the menstrual cycle. Specifically, women have a more aggressive behavior in bargaining when they are ovulating, and this increase in aggressiveness gets stronger when comparing it with their bargaining behavior during the premenstrual phase. Additionally, we also observe that these differences in bargaining behavior are dependent of the bargaining context and independent of

variations in risk and social preferences. This first project has been presented in different conferences and workshops worldwide and it is in the process of submission to leading journals in the field.

**Lozano, L., Ranehill, E., & Reuben, E. (2022). Gender and Preferences in the Labor Market: Insights from Experiments.**

Status: published in K. F. Zimmermann (Ed.), *Handbook of Labor, Human Resources and Population Economics* (pp. 1-34).

Despite increased female educational attainment and labor market participation, labor markets around the world remain characterized by vertical and horizontal gender segregation. This chapter reviews recent findings from the experimental economics literature that shed light on some of the causes of gender differences in labor market outcomes. First, it reviews the recent literature using incentivized measures of attitudes toward risk and competition to study the extent to which gender differences in these traits help explain gender differences in educational and career choices as well as earnings. Second, it reviews the experimental literature on gender differences in negotiations. Third, it concludes by discussing the recent experimental literature on gender discrimination, emphasizing beliefs about productivity as the mechanism leading to differential hiring of men and women. Experiments are a powerful tool to explain gender differences in labor markets as they create controlled environments where causal links can be derived and exact mechanisms can be identified.

**Lozano, L., & Reuben, E (2023). Consistency of Preference towards Competition.**

Status: Working paper available

In this project we use a laboratory experiment to measure whether individuals' preferences for competition are consistent and develop a framework for the joint treatment of preferences for competition and risk. Our design improves on previous work in that it generates a rich data set of individual-level choices, accounts structurally for the relation between risk and competition preferences, and controls carefully for overconfidence. Understanding what the laboratory measurement of competitiveness captures seems to be crucial given the significant gender differences in competitiveness, and the close link between this measurement with the substantial share of income on the labor market. We use a laboratory experiment to measure an individual's consistency in competitiveness. Participants perform a summation task (summing two-digit numbers for a few minutes) and are paid according to a piece rate and according to a tournament rate. The crucial stage is the choice of the combination of a piece rate and a tournament rate for a subsequent summation task. The participants see a series of budget lines and choose a point on each budget line. Each point on the budget line represents a value for the piece rate and a corresponding value for the tournament rate. The budget lines vary in level and steepness. Furthermore, we elicit individuals' beliefs about their own relative performance and measure individuals' risk preferences. This allows us to control for self-confidence and risk preferences and isolate preferences for competition. Our findings provide strong evidence for a preference for competition that largely satisfies GARP, and displays low levels of heterogeneity at the individual level. Participants are on average risk and competition-averse. Interestingly, they become more tolerant of risk once we account for the structural relation between risk and competitiveness, suggesting the link between the two preferences in a competitive environment like ours. Lastly, we confirm the existence of persistent gender differences in preferences for competition and risk.

**Baranski, A., Lozano, L., & Nikiforakis, N. Fairness promotes Efficiency in a Generalized Coordination Dilemma (2024).**

Status: Working paper available

We investigate behavior in a generalized weakest-link game with ex post redistribution to understand how surplus-sharing negotiations impact coordination. Although the addition of a bargaining game may complicate coordination due to an increase in strategic uncertainty, surplus-sharing negotiations can potentially be used to properly reward contributors. Our experimental results show that subjects achieve substantial efficiency gains relative to the canonical game with an equal split of the surplus, where contributions unravel towards the least efficient outcome. A virtuous cycle emerges, with

equitable sharing and contributions reinforcing each other. In a second study, we investigate the role of distributive and risk preferences on contribution by sorting subjects by gender. Women display more inclusive behavior while men tend to distribute based on contributions and exclude the lowest contributors. Despite these differences, male and female groups experience similar increases in coordination and the minor level difference is explained by risk attitudes. In the aggregate, we find a positive relationship between equitable sharing and investments in the weakest-link game suggesting a causal link between equity and efficiency.

**Lozano, L. Gender Differences in Attribution Processes and Strategic Behavior (2024).**

Status: Manuscript in preparation

During our educational and professional lives, we face failures and successes that we need to justify to ourselves and others. In most cases, failure and success are the results of an unknown combination of both internal factors (i.e., own ability and exerted effort) and external factors that are outside one's control (i.e., others or luck). The evidence suggests that when people attribute the causes of failure and success, they often exhibit a "self-attribution bias" -attribute success to their merit and failure to external sources- to maintain self-esteem. In this project, we study an additional reason for the self-attribution bias, a strategic one. We use an online experiment to test how individuals attribute noisy feedback when the source of the outcome can be due to their ability, someone else's ability, or a random device. In addition, following recent evidence on gender differences in attribution biases, we also test whether men and women use different failure and success justifications and study the consequences of it in a hiring context. Understanding the nature and economic consequences of gender differences in attribution of failures/successes is crucial, as it could be one of the causes of the observed gender gaps in the labor market such as the under-representation of women in top-level positions.

**Janas, M., Lozano, L., Nikiforakis, N., Reuben, R., & Stuber, R. Global Stereotypes (2024).**

Status: Data collection in 70 countries finished July 2024

In this study, we conduct an incentivized experiment with a sample comprising 65,000 respondents from 70 countries to explore the extent of different stereotypes. To do so, we measure individuals' traits/skills (competitiveness, (dis)honesty, and cognitive skills), beliefs about the distribution of these traits among different demographic subgroups, and individuals' belief accuracy. Additionally, we will investigate the role those traits/skills, the beliefs, and belief accuracy play in explaining prevailing disparities in labor and educational outcomes.

**Lozano, L., & Michailidou, G. Signals of Consent (2024).**

Status: Data collection ongoing

This research employs an experimental economics approach to understand the behaviors surrounding sexual consent, in the presence of varying legal frameworks such as the "yes means yes" and "no means no" standards. Through an incentivized consent game and subsequent questionnaire, the study aims to bridge the gap between expressed consent in controlled, non-sexual scenarios and real-world sexual consent experiences, shedding light on the emotional and economic costs associated with consent communication. The initial phase targets online participants in the United States, leveraging the country's diverse consent legislation to provide a nuanced understanding of consent behaviors within a legal and cultural framework. This innovative methodology not only clarifies the complexities of consent but also enriches the experimental economics literature with empirical insights into the behavioral economics of sexual consent.

## ORGANISATION, SUPERVISION AND COORDINATION OF NATIONAL AND INTERNATIONAL RESEARCH GROUPS, OR PARTICIPATION IN THEM

(For each entry, specify year, role, research group, etc.)

2023 - 2024: Research projects about Selection mechanisms and voting for redistribution in collaboration with researchers from Luxembourg Institute of Socio-Economic Research (Manu Munoz) and the Social Bee Lab at the Universidad Autonoma de Bucaramanga (Colombia).

2021 - Present: Postdoctoral Researcher, Center for Behavioral Institutional Design (C-BID). Roles include supervising undergraduate students (13 students in three years), leading the coordination of a global research project examining stereotypes across 70 countries (monitoring translation in 60 languages, dealing with panel provider, and negotiation of budget).

2021 - Present: Facilitator of knowledge exchange by inviting external speakers from universities across the EU and USA to foster scientific collaboration with the UAE university and local government. Co-organized a MENA region conference on experimental economics, aimed at fostering collaboration and enhancing research networks among regional scholars and institutions.

2015 - 2021: PhD Researcher, Maastricht University Center for Neuroeconomics (MU-CEN). Responsibilities encompassed coordinating interdisciplinary seminars that bridged the Department of Economics and the Neuroscience Faculty, conducting research in behavioral economics, and teaching courses within the neuroeconomics domain.

2012 - 2014: Research assistant, Universidad del Rosario. Collected data in the field and assisted in the last stage of project Kangaroo mother care (KMC), a randomized controlled trial (RCT) conducted in Colombia starting from 1993. This project was supported by Grand Challenges Canada and the Administrative Department of Science, Technology and Innovation (COLCIENCIAS), Colombia. Coordinator on internal seminars and different research activities at the university.

## HOLDING PATENTS

(For each patent, specify authors' names, title, classification, patent number, etc.)

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## SPEAKING AT NATIONAL AND INTERNATIONAL CONFERENCES AND CONVENTIONS

(Specify conference/convention title, date, etc.)

### Seminars and brown bag presentations

September 2024 (upcoming): Research visit at University of Michigan.

May 2024: Research visit at Pompeu Fabra University.

May 2024: Experimental Coffee seminar at Università degli Studi di Milano Statale. Gender Lab at the University of Bocconi, and seminar talks at University of Bergamo and University of Turin.

December 2023: Social Sciences Division at NYU Abu Dhabi. CBID highlights seminar.

December 2022: Department of Economics at Maastricht University, Netherlands.

February 2022: Social Science Division at NYU Abu Dhabi, UAE.

June 2020: Department of Economics at Maastricht University, Netherlands.

January 2020: Department of Economics at the University of Pittsburgh, United States.

December 2019: Social Science Division at NYU Abu Dhabi, UAE.

October 2019: Department of Economics - MU-CEN at Maastricht University, Netherlands.

### **Conferences**

2024:

International Symposium in Experimental Economics at New York University Abu Dhabi.

2023:

European Economics Science Association Conference (ESA) in Lyon.

1st Matterhorn Symposium on Behavior, Institutions, and Cooperation in Brig, Switzerland.

2022:

Competition and Competitiveness Workshop at the University of Essex.

Interdisciplinary Workshop on Gender Research at NYU Abu Dhabi.

14th Maastricht Behavioral and Experimental Economics Symposium (M-BEPS) at Maastricht University.

12th International Conference of the French Association of Experimental Economics in Lyon.

European Economics Science Association Conference (ESA) in Bologna.

EEA Conference at Bocconi University, Milan.

2021:

Stanford Institute for Theoretical Economics (SITE) Experimental Economics Conference, online.

2020:

Global Economics Science Association Conference (ESA), online.

2019:

European Economics Science Association Conference (ESA) at Burgundy Business School, France.

Sixth International Meeting on Experimental and Behavioral Social Sciences (IMEBESS) at Utrecht University, Netherlands.

Asia-Pacific Economics Science Association Meeting (ESA) in Abu Dhabi, United Arab Emirates.

2018:

Gender Economics and The Workplace Conference at IAB and FAU Erlangen-Nuremberg, Germany.

Maastricht Behavioral and Experimental Economics Symposium (M-BEES) and Maastricht Behavioral Economic Policy Symposium (M-BEPS) at Maastricht University, The Netherlands.



North-American Economics Science Association Conference (ESA) in Antigua, Guatemala.

Symposium of Neuroeconomics at Maastricht University, The Netherlands.

Conference of Experimental Economics (BEEC) at Universidad del Rosario, Bogota, Colombia.

2017:

Maastricht Behavioral and Experimental Economics Symposium (M-BEES) and Maastricht Behavioral Economic Policy Symposium (M-BEPS) at Maastricht University.

#### **NATIONAL AND INTERNATIONAL AWARDS AND ACCOLADES FOR RESEARCH ACTIVITY**

*(Specify award, date, issuing organisation, etc.)*

2024: Research Grant of USD 30,000 from the Experimental Cluster at New York University Abu Dhabi.

2024: Research Grant of USD 5,500 from the Experimental Cluster at New York University Abu Dhabi.

2023: Travel Grant of USD 2,200 from the Experimental Cluster at New York University Abu Dhabi.

2023: Research Grant of USD 6,000 from the Experimental Cluster at New York University Abu Dhabi.

2021: Research Grant of EUR 5,500 from the Paris School of Economics.

2017-2020: Research Grant of EUR 4,500 from Maastricht University.

2020: International Travel Grant of EUR 3,000 from Maastricht University.

2020: Travel Grant of USD 550 from the University of Pittsburgh.

2017 - 2019: Visiting Scholarship of USD 15,000 from NYU Abu Dhabi.

2019: Visiting Scholarship of USD 2,000 from NYU Shanghai.

2019: Travel Grant of EUR 500 from Maastricht University.

2019: Research Grant of EUR 1,500 from Maastricht University, GSBE.

2017 - 2018: Research Grant of EUR 6,000 from the Center of Neuroeconomics, Maastricht University.

2018: Travel Grant covering travel and accommodation expenses for the Conference in Gender Economics and The Workplace at IAB and FAU Erlangen-Nuremberg, Germany.

2015 - 2017: COLFUTURO Academic Scholarship of USD 50,000 to finance tuition fees and living costs during Master's studies at Maastricht University.

2012 - 2014: Academic Scholarship for Bachelor's studies for academic excellence at Universidad del Rosario.

#### **HOLDING A EUROPEAN SPECIALISATION DIPLOMA RECOGNISED BY INTERNATIONAL BOARDS (For those competition sectors for which it is requested)**

*(Specify diploma, date, etc.)*

**QUALIFICATIONS UNDER ART.24, PARAGRAPH 3.a AND 3.b, OF LAW No.240/2010 OF 30 DECEMBER 2010**  
(Specify whether it is a type A or type B contract, University, contract effective date and end date, etc.)

**SCIENTIFIC PRODUCTION**

**SCIENTIFIC PUBLICATIONS**  
(For each publication, specify the following: authors' names, full title, publisher, date and place of publication, ISBN/ISSN/DOI or equivalent code)

Lozano, L., Ranehill, E., & Reuben, E. (2022). Gender and Preferences in the Labor Market: Insights from Experiments. In K. F. Zimmermann (Ed.), Handbook of Labor, Human Resources and Population Economics (pp. 1-34). Springer. [https://doi.org/10.1007/978-3-319-57365-6\\_118-1](https://doi.org/10.1007/978-3-319-57365-6_118-1)

Lozano, Lina and Riedl, Arno M. and Rott, Christina, The Impact of the Menstrual Cycle on Bargaining Behavior (2024). CESifo Working Paper No. 10932, Available at SSRN: <https://ssrn.com/abstract=4723725> or <http://dx.doi.org/10.2139/ssrn.4723725>

Lozano, L., & Reuben, E. (2022). (Re)Measuring preferences for competition (No. 20220078). R&R at The Economic Journal.

Lozano, L. (2021). Experimental Studies on Bargaining and Competitive Behavior. [Doctoral Thesis, Maastricht University]. Maastricht University. <https://doi.org/10.26481/dis.20210909ll>

Date 17/07/2024

Place Abu Dhabi, UAE