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Employment

Antalya Bilim University, 2017–present.
Assistant Professor of Economics, College of Business.

University of Dundee, 2014–2016.
Lecturer in Economics, School of Business.

Cass Business School, City, University of London, 2009–2014.
Research Fellow, ESRC Centre for Charitable Giving and Philanthropy.

University of Cologne, 2004–2008.
Teaching Fellow, Seminar of Personnel Economics and Human Resource Management.

Education

Doctor rerum politicarum (Doctorate in Economic and Social Sciences), University of Cologne, 2013.

Diplom-Volkswirt (MSc Economics), University of Bonn, 2003.

Studies in International Management, ESCP-EAP Paris and Oxford, 1999–2001.

Vordiplom in Volkswirtschaftslehre (BSc Economics), University of Bonn, 1999.

A-levels in Mathematics, Economics, French and German, Gosforth High School, 1995.

Teaching

Public Finance (BSc), Antalya Bilim University, 2017.

Case Studies Analysis (BSc), Antalya Bilim University, 2017.

Contract Design for Managers (BSc), Antalya Bilim University, 2017.

Forecasting for Business and Finance (MSc), University of Dundee, 2015–2016.

Personnel Economics for Managers (MSc), University of Dundee, 2015–2016.

Contemporary Challenges for Europe – Economic Integration (MA), University of Dundee, 2014–2016.

The Practice of Management (BSc), Cass Business School, City, University of London, 2010–2011.

Quantitative Methods for Managers (MSc), Cass Business School, City, University of London, 2010.

Case-Study Teaching (teacher-training workshop for 12 members of staff), University of Cologne, 2008.

Compensation, Performance Measurement and Incentives (MSc), University of Cologne, 2004–2008.

Personnel Economics and the Organization (BSc), University of Cologne, 2005–2007.

Supervision of theses (PhD), dissertations (MSc) and short papers (BSc), Cologne, London & Dundee, 2004–2016.

Publications

Academic Articles

[Career concerns versus shared values: an empirical investigation](#), 2017, *German Journal of Human Resource Management: Zeitschrift für Personalforschung* 31(2 special issue “Current Topics in Personnel Economics”), 162–184 (with A Rutherford).

[Incentive effects in higher education: an improved funding model for universities](#), 2016, *Economic Affairs* 36(3), 239–257 (with P Ainsworth and A Stroyny).

[Gender differences in formal and informal volunteering in Germany](#), 2014, *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations* 25(4), 887–904 (with S Helms).

[Tax or beg? Mandatory payments to charity and their effects on donor behavior](#), 2012, *Cass Knowledge*, 1–37.

[Universities as stakeholders in their students’ careers: on the benefits of graduate taxes to finance higher education](#), 2011, *Journal of Institutional and Theoretical Economics* 167(4), 726–742 (with D Sliwka). Earlier version available as an *IZA discussion paper*. Featured in *Financial Times*, *Focus*, *Il Sole 24 Ore* and *L’Étudiant*.

Research Reports

[Giving back to communities of residence and of origin: an analysis of remittances and charitable donations in the UK](#), 2013, London: Alliance Publishing Trust, ISBN 9781907376184 (with J Harrow, N Lee, C Pharoah and T Tatem-Hale). Featured in *Britain in 2014*.

[Family Foundation Giving Trends 2012](#), 2012, London: Alliance Publishing Trust, ISBN 9781907376177 (with C Keidan, C Pharoah and N Siederer).

[The New State of Donation: Three decades of household giving to charity 1978–2008](#), 2011, Centre for Market and Public Organisation, University of Bristol (with E Cowley, C Pharoah and S Smith). Featured in *The Guardian*.

Articles for Practitioners

[The Big Picture: Decades of donations in the context of the wider economy](#), 2012, in Steeds A (ed.), *Philanthropy and a Better Society*, London: Alliance Publishing Trust, ISBN 9781907376153, 31–35.

[Give or take a few billion: the wide confidence intervals around annual estimates of charitable donations in the UK](#), 2012, CGAP Briefing Note 10. Featured in *Third Sector*.

[Gift Aid – Reform or Inform?](#), 2010, CGAP Briefing Note 5 (with C Pharoah).

[Who gives and who gives more than others? \(Comment\)](#), 2010, in Clark J, Dobbs J, Harrison R, Lipscomb L, Smith M and Wilding K (eds.), *UK Giving 2010*, London: National Council for Voluntary Organisations/CAF, 17.

Teaching Case

[Johnson Controls Interiors – The Grefrath Plant](#) (case study and teaching note), 2007.

Membership of Professional Associations

Fellow of the [London Centre for Social Studies](#)

Associate Fellow of the [Higher Education Academy](#)

Experimental Economics Society ([Gesellschaft für experimentelle Wirtschaftsforschung e.V.](#))

[Personnel Economics Foundation](#) (Fördergesellschaft Personalwirtschaftslehre e.V.)

Conference Participation

Allied Social Science Associations (ASSA) Annual Meetings, San Francisco CA, 2016.

Gender and Education: Critical Issues, Policy and Practice, Bloomington IN, 2015.

18th Colloquium on Personnel Economics, Vienna, 2015.

Gender and Migration: Critical Issues and Policy Implications, İstanbul, 2013.

Keeping Philanthropy's Promises – Today's austerity, tomorrow's riches?, London, 2013.

Turkish Migration in Europe: Projecting the next 50 years, London, 2012.

National Council for Voluntary Organisations & Voluntary Sector Studies Network Conference, Leeds, 2010.

9th International Conference of the International Society for Third-Sector Research, İstanbul, 2010.

National Council for Voluntary Organisations & Voluntary Sector Studies Network Conference, Warwick, 2009.

International Economic Science Association Conference, Pasadena CA, 2008.

Economic Science Association World Meeting, Rome, 2007.

10th Colloquium on Personnel Economics, Tübingen, 2007.

9th Colloquium on Personnel Economics, Zurich, 2006.

Computer Skills

Stata

\LaTeX and *Scientific WorkPlace*

Z-Tree

Languages

English (native)

French (fluent)

German (fluent)

Italian (fluent)

Spanish (intermediate)

Turkish (intermediate)