

# Kieron John MEAGHER

**Address:** Research School of Economics, Room 2012, HW Arndt Building 25a, Australian National University, Canberra ACT 0200, AUSTRALIA

**Tel:** + 61(2) 6125 9535

**Email:** kieron.meagher@anu.edu.au

**Citizenship:** Australia, New Zealand, and the United Kingdom

## Employment

<b>2010 – Present:</b>	Professor, Research School of Economics, Australian National University
2012 – 2013	Director, Research School of Economics, ANU.
2010 – 2012	Deputy Director Research, Research School of Economics, ANU.
2010 – 2010	Associate Dean (HDR) College of Business and Economics, ANU.
2007 – 2010	Associate Professor, School of Economics, University of New South Wales
2003 – 2007	Senior Lecturer, School of Economics, University of New South Wales
1997 – 2003	Lecturer, School of Economics, University of New South Wales

## Education

1998	PhD Economics, Australian National University (2/10/98) Thesis: <u>The Economics of Management Hierarchies</u>  Visiting Graduate Research Student, Yale University. SET Summer School on Contracts and Bounded Rationality, Venice International University. Summer Workshop in Computational Economics, the Santa Fe Institute.
1994	MA (First Class Hons.), Mathematics, University of Waikato, New Zealand. Research Project: <u>The Graph Reconstruction Problem</u>
1992	BA, Mathematics and Economics, University of Waikato, New Zealand.

## Research Fellowships

1. Visiting Senior Fellow, WAIS, Waseda University, 2018.
2. 2 year Research Fellowship, Economics Program, RSSS, ANU, 2008-2009.

## Visiting Positions and Short Visits

1. Sloan School of Management, MIT, December 2015.
2. Dept of Economics and Politics, INSEAD, December 2005
3. Visiting scholar, University of Virginia, Fall semester 2005.
4. Dept of Information Systems, Stern School of Business, NYU, October 2003.
5. SET Summer School, Venice International University, July 2001.
6. Maths Centre, Kellogg School of Management, Northwestern University, January 1999.
7. Markets and Organizations Group, Harvard Business School, September 1998.
8. Dept of Economics, Princeton University, August 1998.

## Awards and Scholarships

2005	UNSW Faculty of Commerce and Economics Non-Professorial Research Achievement Award.
2005	UNSW Learning and Teaching Award for my project <i>Student Participation in Controlled Markets: Learning through Experience</i> . (\$7500)

- 1999 Scholarship to attend the European Summer Institute in Economic Theory, run by the CEPR.
- 1995 Full scholarship to the First Workshop in Computational Economics, the Santa Fe Institute.
- 1995 Visiting Graduate Research Student Scholarship, Yale University.
- 1994 Australian National University PhD Scholarship
- 1994 Selected by NZVCC for a Commonwealth Scholarship.
- 1993 University of Waikato Masters Scholarship (declined).
- 1992 Waikato University Senior Scholarship.

## Research and Publications

### Books

- [1] Boedker C., Vidgen R., **Meagher K.**, Cogin J., Mouritsen J., and Runnalls J. M. (2011) *Leadership, Culture and Management Practices of High Performing Workplaces in Australia: High Performing Workplace Index*. Funded by the Department of Education, Employment and Workplace Relations. Published by the Society for Knowledge Economics, October, 2011. 65 pages. ISBN: 978-0-9775436-3-2.
- [2] Boedker C., Cogin J., Langford P., **Meagher K.**, Mouritsen J., Runnalls J. M., Sheldon P., Simmons S. and Vidgen R. (2011), *Leadership, Culture and Management Practices of High Performing Workplaces in Australia: Literature Review and Firm Diagnostics*. Funded by the Department of Education, Employment and Workplace Relations. Published by the Society for Knowledge Economics, January, 2011. 168 pages. ISBN: 978-0-9775436-2-5.

### Articles

- [3] **Meagher, Kieron**, Arlenen Wong and Klaus G. Zauner, “A Competitive Analysis of Fail Fast: Shake Out and Uncertainty about Consumer Tastes”. *Journal of Economic Behavior & Organization* 177, 589-600. ISSN 0167-2681. ABDC: A\*. <https://doi.org/10.1016/j.jebo.2020.06.033>
- [4] **Meagher, Kieron** and Andrew Wait, (2020) “Worker trust in management and delegation in organizations”, *The Journal of Law, Economics, & Organization*. ERA:A\* <https://doi.org/10.1093/jleo/ewaa008>
- [5] Katayama, Hajime, **Kieron Meagher**, and Andrew Wait, (2018) “Authority and communication in firms”. *Journal of Economic Behavior & Organization*, 155, November 2018, Pages 315-348. ABDC: A\*. <https://doi.org/10.1016/j.jebo.2018.09.005>
- [6] Boedker, Christina, **Kieron Meagher**, Richard Vidgen, Julie Cogin and Jan Mouritsen, (2017) “Doing More with Less: Productivity or Anorexia? The Intellectual Asset Health Check”. *Public Money and Management*, 27(1), 31-38 (January 2017). ABDC: A. <http://dx.doi.org/10.1080/09540962.2016.1249229>
- [7] **Meagher, Kieron** and Suraj Prasad, (2016) “Career Concerns and Team Talent”. *Journal of Economic Behaviour & Organization*, 129 (September 2016), 1–17. Lead article. ABDC: A\*. [doi:10.1016/j.jebo.2016.05.019](https://doi.org/10.1016/j.jebo.2016.05.019)
- [8] Ghosh, Arghya and **Kieron Meagher**, (2015) “The Politics of Infrastructure Investment: The Role of Product Market Competition”, *Journal of Economic Behaviour & Organization*, 119, 308–329. <http://dx.doi.org/10.1016/j.jebo.2015.08.017> ABDC: A\*.
- [9] **Meagher, Kieron** and Andrew Wait, (2014) “Delegation of Decisions about Change in Organizations: The roles of competition, trade, uncertainty and scale”, *The Journal of Law, Economics, & Organization*, November 30 (4), 709-733. <http://dx.doi.org/10.1093/jleo/ewt011> ERA:A\*
- [10] **Meagher, Kieron** and Wen Wang, (2014) “Firm Organization and Market Structure: Centralization vs. Decentralization”, *Organizational Economics Proceedings, Vol. 3, No. 1 (Contributed Papers)*. <http://openjournals.library.usyd.edu.au/index.php/OEW/article/view/8081/8206>

- [11] **Meagher, Kieron**, Ernie G.S. Teo and Taojun Xie, (2014) “Socially-Optimal Locations of Duopoly Firms with Non-Uniform Consumer Densities”, *Theoretical Economics Letters* 4 (6), 431-445. <http://dx.doi.org/10.4236/tel.2014.46055> . Lead article.
- [12] **Meagher, Kieron** and Rodney Strachan, (2013) “Gaussian Process: A Smooth and Flexible Approach to Estimating Index Complementarities in Organizational Economics”, *Organizational Economics Proceedings, Vol. 2, No. 1 (Proceedings)*.
- [13] **Meagher, Kieron** and Rowan Walshaw, (2013) “Vertical Integration and Capacity Competition in Electricity Markets”, *Organizational Economics Proceedings, Vol. 2, No. 1 (Contributed Papers)*.
- [14] **Meagher, Kieron**, (2012) “Optimal Product Variety in a Hotelling Model”, *Economics Letters*, 117(1), pp. 71-73. <http://dx.doi.org/10.1016/j.econlet.2012.04.075>. ABDC: A
- [15] **Meagher, Kieron** and Suraj Prasad (2012) “Optimal Incentives in Problem Solving Teams”, *Organizational Economics Proceedings, Vol. 1, No. 1 (Proceedings)*.  
<http://ojs-prod.library.usyd.edu.au/index.php/OEW/article/view/6708/7358>
- [16] **Meagher, Kieron**, Arghya Ghosh and Ernie G.S. Teo (2011) “Integration of Asymmetric Nations”, *The Economic Record*, Vol. 87, No. 277, June, 221–234. ABDC: A
- [17] **Meagher, Kieron** and Klaus G. Zauner (2011) “Uncertain Spatial Demand and Price Flexibility: A State Space Approach to Duopoly”, *Economic Letters*, 113(1), October, pp. 26-28. <http://dx.doi.org/10.1016/j.econlet.2011.06.003> ABDC: A
- [18] **Meagher, Kieron** and Stephen Whelan, (2011) “Confidentiality is Not Enough: Framing Effects in Student Evaluation of Economics Teaching”, *International Review of Economics Education*, 10(1). ERA:C
- [19] **Meagher, Kieron**, Ernie Teo and Wen Wang, (2008) “A Duopoly Location Toolkit: Consumer Densities Which Yield Unique Spatial Duopoly Equilibria”, *The B.E. Journal of Theoretical Economics: Vol. 8 : Iss. 1 (Topics)*, Article 14. <http://www.bepress.com/bejte/vol8/iss1/art14> ABDC:B.
- [20] **Meagher, Kieron** and Klaus Zauner, (2005) “[Location-then-Price Competition with Uncertain Consumer Tastes](#)”, *Economic Theory* 25(4), pp. 799-818. ABDC: A\*
- [21] **Meagher, Kieron** and Ernie Teo, (2005), “[Two-part tariffs in the Online Gaming Industry: The Role of Creative Destruction and Network Externalities](#)”, *Information Economics & Policy*, 17, pp457-470. ABDC: B
- [22] **Meagher, Kieron** and Klaus Zauner, (2004) “[Product Differentiation and Location Decisions Under Demand Uncertainty](#)” *Journal of Economic Theory* 117(2), (August), pp. 201-216. <http://dx.doi.org/10.1016/j.jet.2003.12.006> ABDC: A\*
- [23] **Meagher, Kieron** and Hugh Wilson, (2004), “[Different firm size effects on wages for supervisors and workers](#)”, *Economic Letters* 84(2), pp. 225-230. ABDC: A
- [24] **Meagher, Kieron** and Mark Rogers, (2004) “[Network density and R&D Spillovers](#)”, *Journal of Economic Behavior and Organization* 53, (February) 2, pp. 237-260. ABDC: A\*
- [25] **Meagher, Kieron**, (2004), “The Game Theory of Girls and Sport”, *Actuary Australia*, Issue 92 (August), pp. 20-21.
- [26] **Meagher, Kieron**, H. Orbay and T. Van Zandt, (2003), “Hierarchy size and environmental uncertainty”. In: M. Surtel and S. Koray (Eds.) *Advances in Economic Design*, Springer Verlag, Heidelberg, Germany, 2003, pp. 439-457.
- [27] **Meagher, Kieron**, (2003), “[Generalising Incentives and Loss of Control in an Optimal Hierarchy: The Role of Information Technology](#)”. *Economic Letters*, 78, 273-280. ABDC: A
- [28] **Meagher, Kieron**, (2001), “[The Impact Of Hierarchies on Wages](#)”, *Journal of Economic Behaviour and Organisation* 45, (August 2001) 4, 441-458. ABDC: A\*
- [29] de Fontenay, Catherine and **Kieron Meagher**, (2001), “[Returns to Scale in One-Shot Information Processing When Hours Count](#)”, *Review of Economic Design*, 6(1), 113-124. ABDC: B
- [30] **Meagher, Kieron**, and Timothy Van Zandt, (1998), “[Managerial Cost for One Shot Decentralised Information Processing](#)”, *Review of Economic Design* 3(4), pp303-328. ABDC: B

## Papers in Refereed Conference Proceedings

- [31] **Meagher, Kieron**, and Andrew Wait, (2005), “Delegation of decision making, competition and business strategy”, *Proceeding of the Australian Conference of Economics, 2005*, ISBN 07340 26080, University of Melbourne September.  
<http://gemini.econ.umd.edu/conference/ACE2005/program/ACE2005.html>
- [32] **Meagher, Kieron**, (1996), “Efficient Hierarchies Equivalence Under Differing Employment Regimes”, *Proceedings of the Australian Econometric Society Meetings 1996, Vol. 1: Economic Theory*, W. Schorm, M. McAleer and P. W. Miller (Eds.), The University of Western Australia, Perth, 1996, pp541-566.

## Working Papers

- [33] **Meagher, Kieron** and Andrew Wait, “Evidence from Multiple Employees Per Establishment on Trust, Credibility and Delegation”. Presented at 10 Years of the World Management Survey, Harvard Business School, April, 2014. Available online at: <http://ssrn.com/abstract=2558840>
- [34] **Meagher, Kieron** and Strachan, Rodney W., The Case for Excellence in Management: The Effects of Management Practices on Productivity (November 3, 2015). Available online at: <http://ssrn.com/abstract=2685433> Formerly, “Evidence of Complementarities in Management Practices”, presented at the NBER Organizational Economics Workshop, Boston, 6 December 2013 and the Organizational Economics Workshop, Sydney July, 2013.
- [35] Anderson, Simon P. and **Kieron J Meagher**, “Choosing a Champion: Party Membership and Policy Platform”, CEPR Discussion Papers No. 8941 (London), April 2012, Available online at: <http://www.cepr.org/pubs/dps/DP8941.asp> .  
Presentations: “Choosing a Champion”, presented at the Econometric Society Australasian Meetings, July 2003. “Endogenous Political Parties”. Presented University of Melbourne Economics Theory Seminar 2006. Economics and Democracy Conference, ANU, Canberra, December 2008.
- [36] Ghosh, Arghya and **Kieron Meagher**, “The Political Economy of Infrastructure: A Spatial Approach”. Presented at the Econometric Society North American Summer Meetings. Available at SSRN: <http://ssrn.com/abstract=694243>
- [37] **Meagher, Kieron** and Klaus Zauner, “Uncertainty in Spatial Duopoly with Possibly Asymmetric Distributions: A State Space Approach”. Available at SSRN: <http://ssrn.com/abstract=1116122>,
- [38] **Meagher, Kieron**, H. Orbay and T. Van Zandt, “Market Contingent Managerial Hierarchies”, presented at the Stanford Institute in Theoretical Economics, August 2004, and the Decentralization Conference, Northwestern University.
- [39] Ghosh, Arghya, **Meagher, Kieron**, and Ernie G.S. Teo “Full and Federal Integration of Asymmetric Nations”. Presented at the Econometric Society Australasian Meetings, 2007. Available at SSRN: <http://ssrn.com/abstract=1270478>
- [40] **Meagher, Kieron** and Andrew Wait, “Who Decides About Change and Restructuring in Organizations?” Presented at the Industrial Organization Workshop, Auckland University, 2004, Econometric Society Meetings, Wellington July 2008. Available at SSRN: <http://ssrn.com/abstract=1271754>
- [41] **Meagher, Kieron**, “Managing Change and the Success of Niche Products” Santa Fe Institute Working Paper 96-08-066, 1996. Presented at the Industry Economics Conference, ANU, July 1996. Available at: <http://www.santafe.edu/research/publications/workingpapers/96-08-066.pdf>

## Work in Progress

- [42] Dmitri Kvasov and **Meagher, Kieron**, “A Formal Theory of Organizational Routines”, presented MIT Sloan School, 3 December 2015.
- [43] **Meagher, Kieron**, and Arlene Wong, “Incomplete Contracts and Imperfect Competition: Public Private Partnerships”. Presented at Organizational Economics Workshop, Sydney 2007.
- [44] Basov, Suren and **Kieron Meagher**, “Endogenous Incomplete Contracts”, 3<sup>rd</sup> Organizational Economics Workshop, Sydney, July 2009.

## Grants

**Total funds awarded: \$ 3,123,715.**

### Large Grants

- 2010-2013. \$515,000, DEEWR Grant, “Leadership, Culture and Management Practices for High Performing Workplaces in Australia”, (with Christina Boedker (Accounting, UNSW), Richard Vidgen (SISTM, UNSW), Julie Cugin and Peter Sheldon (O&M, UNSW), Jan Mouritsen (Copenhagen Business School and Peter Langford (Macquarie)).
- 2005-2009. \$2,250,000 ARC Network Grant, “The Economic Design Network: Practical Policy Tools for Industry, Infrastructure, Services and the Environment” . Founding member and steering committee member of the ARC Economic Design Network. RN0458466.
- 2005-2008. \$230,000 “Market Contingent Hierarchies: Theory and Evidence” ARC Discovery grant DP0556363.
- 2008. \$20,188, Economic Design Network Conference Grant for 2<sup>nd</sup> Organizational Economics Workshop.

### Other Grants

2020	\$11,250, RSSS-Cross College Grant, “Risk and Return for Human Capital Investments by Field of Study”, with Dr Maria Jahromi
2017	\$9,721, Flexible, ANU Vice-Chancellor’s Teaching Enhancement Grants, “Experiential Learning in Economics: Implementing Interactive Lecture Notes with an Integrated Editorial Solution”.
2016	\$5000, CBE Research School Grant “A Panel Data Analysis of the Economics of Decentralisation and Trust”.
2015	\$9935, CBE Research School Grant “Archetypal decision-making structures”.
2014	\$8234, CBE Research School Grant “Performance and Organizational Economics: A Re-evaluation of Insider Econometrics”.
2013	\$8674, CBE Research Schools Grant “An Empirical Investigation of Relational Contracting in Australian Firms: Trust and Delegation”.
2012	\$9557, CBE Research Schools Grant, “Firm Performance and Leadership at All Levels”.
2011	\$5000, CBE Outreach grant, “The 6 <sup>th</sup> Annual Organizational Economics Workshop”.
2011	\$7000, CBE Research Schools Grant, “Choosing a Champion”.
2010	\$4,177, HDR Innovation Fund, “Getting the Most out of Annual Review”, ANU.
2007	\$6,200, Economic Design Network Conference Grant for 2007 Organizational Economics Workshop
2004	\$12,000, “Candidate Selection in a Model of Spatial Voting with Candidate Valence Uncertainty.” Faculty Research Grant, Faculty of Economics and Commerce, UNSW
2003	\$15,000, “Political Economy of Infrastructure: Theory and Evidence”, Faculty Research Grant, Faculty of Economics and Commerce, UNSW (with Arghya Ghosh).
2002	\$13,000, “The Effect of Span of Control on Earnings” University Research Support Program”, UNSW.
1999	\$3000, “Developing and Testing Computational Methods for the Economics analysis of Management Hierarchies” Special Research Grant , UNSW
1998	\$3,500, “The Impact of Wages on Hierarchies”, Special Research Grant, UNSW

## Teaching

### Teaching – New Degrees Developed

*Master of Financial Economics* (ANU). An elite two year program combining core knowledge in finance and economics with advanced skills in statistics, econometrics, and risk (actuarial studies), developed co-operatively with the Research School of Finance, Applied Statistics and the Acturial Studies.

*Bachelor of Financial Economics and Statistics* (ANU). An elite degree combining core knowledge in finance, economics and statistics/econometrics, developed co-operatively with the Research School of Finance, Applied Statistics and the Acturial Studies.

### Teaching – New Majors Developed

*Economic Studies*, major and minor, ANU, 2014.

*Business Strategy* in the Master of Commerce (UNSW). Design of new major and three new courses: Organizational Economics, Managerial Economics and The Economics of Strategy.

*Business Strategy & Economic Management* in the B.Com (UNSW). Design of a new major and one new course: Managerial Economics.

### Teaching Interests and Experience

*Interests*: Theory of organizations; industrial organization; business strategy; theory of incentives and contracts; computational economics and microeconomics.

*Undergraduate teaching experience*: Introductory microeconomics, economics of the corporation, managerial economics.

*MBA teaching experience*: Microeconomics analysis (Australian Graduate School of Management).

*MCom teaching experience*: Organizational Economics, Managerial Economics.

*Graduate teaching experience*: Contemporary theories of the firm (contracts, incentives and hierarchies), graduate industrial organization, microeconomic theory.

### Supervision of graduate research

#### *PhD students*

1. Dan Liu (co-supervision)
2. Amir Rahmani (co-supervision)
3. Bogdan Klishchuk (co-supervision)
4. Scott McCracken (co-supervisor)
5. Carmit Schwartz (co-supervisor)
6. Simon Angus (co-supervisor)
7. Ernie Teo
8. Mahmut Temur (co-supervisor)

#### *M.Com. (Hon)*

1. Hugh Wilson (published in *Economic Letters*)

## *Honours Students*

1. Julia Conway (Reserve Bank)
2. Wei Wang
3. Ayumi Horne
4. Richard Parkhouse (Treasury)
5. Tina Wen Wang (published in *Berkeley Electronic Press* plus a working paper)
6. Arlene Wong (University Medal winner, two working papers)
7. Andrew Sudol
8. Tiffany Ward
9. Rowan Walshaw (Economic Society Thesis Prize winner)
10. Ernie Teo (published in *Information Economic & Policy*)
11. Kieren Bosenberg

## **Service**

### **External Service**

Founding member and Steering Committee member of the Australian Research Council Economic Design Network.

### **Conference Organization**

Co-organizer (with Richard Holden, Hongyi Li, Suraj Prasad and Andrew Wait) of the 13<sup>th</sup> Organizational Economics Workshop, Canberra, July 2019.

Co-organizer (with Richard Holden, Hongyi Li, Suraj Prasad and Andrew Wait) of the 12<sup>th</sup> Organizational Economics Workshop, Canberra, December 2018.

Co-organizer (with Gabriel Gratton) of the 4<sup>th</sup> Australian Political Economy Network Meeting, Canberra, July 2018.

Co-organizer (with Richard Holden and Andrew Wait) of the 11<sup>th</sup> Organizational Economics Workshop, Sydney, July 2017.

Co-organizer (with Richard Holden and Andrew Wait) of the 10<sup>th</sup> Organizational Economics Workshop, Sydney, July 2016.

Co-organizer (with Richard Holden and Andrew Wait) of the 9<sup>th</sup> Organizational Economics Workshop, Sydney, July 2015.

Co-organizer (with Richard Holden and Andrew Wait) of the 8<sup>th</sup> Organizational Economics Workshop, Sydney, July 2014.

Co-organizer (with Richard Holden and Andrew Wait) of the 7<sup>th</sup> Organizational Economics Workshop, Sydney, July 2013.

Chair, Organizing Committee, Australasian Economic Theory Workshop, Canberra, February 2014.

Co-organizer (with Richard Holden and Andrew Wait) of the 6<sup>th</sup> Organizational Economics Workshop, Sydney, July 2012.

Co-organizer (with Richard Holden and Andrew Wait) of the 5<sup>th</sup> Organizational Economics Workshop, Sydney, December 2011.

Co-organizer (with Andrew Wait) of the 4<sup>th</sup> Organizational Economics Workshop, Sydney, July 2010.

Co-organizer (with Andrew Wait) of the 3<sup>rd</sup> Organizational Economics Workshop, Sydney, July 2009.

Co-organizer (with Andrew Wait) of the 2<sup>nd</sup> Organizational Economics Workshop, Sydney, August 2008.

Invited Speaker Session Organizer at the Econometric Society Australasian Meetings, Wellington, NZ, July 2008

Co-organizer (with Andrew Wait) of the Organizational Economics Workshop, Sydney, July 2007.

Roundtable organizer, Australian Experimental Economics Workshop, University of Melbourne August 2006.

Member of the organizing committee for the 2006 Australasian Economic Theory Workshop.

Member of the organizing committee for the 2003 Australasian Meetings of the Econometric Society.

## **University Service**

Acting Dean, College of Business & Economics, 20-22 January 2010.

Acting Head Research School of Economics, multiple occasions 2010-2012.

ANU Representative at Go8 Evaluating HDR Experience Workshop, Sydney, February 2010.

ANU Delegate at the Australian Future Forum, Melbourne, May 2010.

CBE Grant Reader/Mentor 2010.

Second round ARC Centre of Excellence bid 2010.

## *Administrative Responsibilities*

- Deputy Director Business Economics, 2017-
- Chair, Search and Visitors Committee, Research School of Economics, ANU, 2012-2015.
- Director, Research School of Economics, ANU, 2012-2013  
QS University Ranking in Economics 18<sup>th</sup> in the World in 2014 up from 27<sup>th</sup> in 2012 when I took over. ERA ranking 5 up from 4 in previous assessment.
- Associate Dean (HDR) College of Business and Economics, ANU, 2010.
- Undergraduate Coordinator, School of Economics, UNSW, 2003-2005.

## *Membership of Permanent Committees*

- ANU CBE Executive 2010 – 2011, 2012-2013.
- ANU CBE Research Committee 2010 - 2012.
- Member of Gruen Endowment Committee, ANU 2010- 2013
- UNSW Faculty of Business Standing Committee 2007-2008.
- UNSW Faculty of Business Senior Lecturer Promotions Committee 2007.
- Elected to Head of School Advisory Committee, School of Economics, UNSW 2005-2007.
- Faculty Education Committee, UNSW (2003 --2005).
- Appointed to Head of School Advisory Committee, School of Economics, UNSW 2003-2005.

## *Membership of Ad Hoc Committess*

- CBE Behavioral Lab and Venture Centre Steering Committee 2017-2019.
- RSE Junior Recruitment Committee 2013/14.
- RSE Professorial Recruitment Committee 2013.
- RSE Junior Recruitment Committee 2011.
- RSE Exec Officer Recruitment Committee 2011.
- RSE Junior Faculty Recruitment Committee 2010

- RSE Senior Faculty Recruitment Committee 2010
- Investigation of Student Complaint Committee, 2010.
- Chair, CBE Review of Publications Reward Scheme, 2010.
- Quantitative Methods review committee (School of Economics), UNSW 2006.
- Student Evaluation of Teaching (CATEI) development group (Faculty of Commerce and Economics), UNSW 2004-2005.
- Undergraduate Review and Innovation Group, Faculty of Commerce & Economics UNSW, 2004.
- School of Economics Undergraduate Review, UNSW 2004.
- Educational Goals Subcommittee (URIG), UNSW 2004.

## **Editorial Service**

Founding Co-Editor, *Organizational Economics Proceedings*, 2012-2014.

Associate Editor *New Zealand Economics Papers* 2009-2011.

## **Refereeing**

### *Journals*

The B.E. Journal of Theoretical Economics, *Econometrica*; *Economic Bulletin*; *Economic Record*; *Economic Theory*; *Economica*; *Industrial and Corporate Change*; *Economic and Labour Relations Review*; *International Economic Review*; *International Journal of Industrial Organization*; *Journal of Economic Theory*; *Journal of Law, Economics & Organization*; *Journal of Economic Behavior & Organization*; *Journal of Labor Economics*, *Journal of Economics, Management and Strategy*; *Journal of Mathematical Economics*, *Mathematical Social Science*; *New Zealand Economic Papers*; *Papers in Regional Science*; *Rand Journal of Economics*; *Review of Economic Design*; *Research in Economics*, *Review of Economic Studies*.

### *Grants*

OzReader, Australian Research Council.

## **Reviewing**

Cambridge University Press (two monographs and one textbook)

## **Invited Conference Presentations**

2013: “Improving Workplace Performance”, plenary at AMMA Annual Conference, Melbourne.

2008: “Big Decisions and Little Fish”, Econometric Society Australasian Meetings (July).

2006: “Confidentiality is Not Enough”, Australian Experimental Economics Workshop, University of Melbourne (August).

2004: Invited Speaker Summer Institute of Theoretical Economics, Stanford University (August)

1999: CEPR conference on Information Processing Organizations, Brussels, (June).

## **Conference Contributed Papers and Invited Talks**

2019: “A Competitive Analysis of Fail Fast”, RSE ANU, 22 October 2019. “Worker (Dis)trust in Management and Delegation in Organisations”, RSE ANU, 20 May 2019.

- 2018: “A Knowledge Based Theory of Intrafirm Production with Applications to Mergers, R&D and New Products”, RSE ANU, 21 August 2018 and University of Virginia November. “Trust and Delegation” December, 12<sup>th</sup> Organizational Economics Workshop.
- 2017: “Trust and Delegation of Real Authority”, University of Hong Kong, 13<sup>th</sup> September 2017. “Endogenous Hierarchies and Decentralization”, 11<sup>th</sup> Organizational Economics Workshop, University of Sydney, 20 July 2017. “High Performing Workplace Analysis of Firms in the National Disability Insurance Pilot”, talk National Disability Services, Adelaide, 5<sup>th</sup> June 2017.
- 2016: “Trust and Delegation of Real Authority”, 10<sup>th</sup> Organizational Economics Workshop, University of Sydney, 14<sup>th</sup> December 2016. “A Formal Theory of Organizational Routines and Capabilities”, School of Economics, UNSW, May. “Results on the High Performing Workplace Index”, Office of the Chief Economist, Dept. of Industry, May.
- 2015: “A Formal Theory of Organizational Routines”, MIT Sloan, December. “Organizational Archetypes”, MIT Sloan December. “Briefing on HPWI”, video conference, Ausindustry – Entrepreneur Development (Dept. of Industry, Adelaide), 24 March 2015.
- 2014: “Evidence from Multiple Employees per Establishment on Trust, Credibility and Delegation” *10 Years of the World Management Survey*, Harvard Business School May; ANU (April); “Optimal Incentives in Problem Solving Teams”, University of Virginia.
- 2013: “Evidence on the Non-Linear Impact of Management”, NBER Organizational Economics Workshop, Boston, 6 December 2013. “Trust and Delegation in Organizations”, School of Economics, UNSW. “Evidence of Complementarities in Management Practices”, 7<sup>th</sup> Organizational Economics Workshop, University of Sydney (9<sup>th</sup> July). “Flexible Work Arrangements”, Office of the Equal Opportunity Commissioner, Adelaide; “Competition in Incomplete Contracts: Public Private Partnerships”, Econometric Society Meetings, Sydney.
- 2012: “Estimating a production function with hierarchical levels of leadership”, 6<sup>th</sup> Organizational Economics Workshop, Sydney (20<sup>th</sup> July). “Leadership, Culture and Management Practices of High Performing Workplaces”, Committee for the Economic Development of Australia (CEDA), Sydney, May 2012. “Implicit incentives in teams” Research School of Economics, ANU (November). “Improving workplace productivity: new Australian research findings” DIISRTE (November).
- 2011: “Leadership, Culture and Management Practices of High Performing Workplaces”, Skills and Innovation for a Productive Australia Seminar and Panel, Department of Education, Employment and Workplace Relations, “A First Look at the HPW Survey”, 5<sup>th</sup> Organizational Economics Workshop, Sydney (December). University of Virginia (September), “Public-Private Partnerships” EARIE Stockholm (September).
- 2010: “Presidents and Primaries”, Midwest Political Science Association Meeting, Chicago, (April) and 4<sup>th</sup> Organizational Economics Workshop, Sydney (July).
- 2009: “Who Decides About Change and Restructuring in Organizations?”, Australasian Economic Theory Workshop, Auckland (Feb.). “Endogenous Incomplete Contracts”, 3<sup>rd</sup> Organizational Economics Workshop, Sydney (July). Seminars: “The Political Economy of Infrastructure”, Waikato University (Feb.) and Massey University (Mar.), “Imperfect Competition in Incomplete Contracts: Public Private Partnership” Reserve Bank of Australia/Economic Society (May).
- 2008: “Firm Organization and Market Structure”, Organisational Economics Workshop, Sydney (Aug. 2008). Seminars: “Incomplete Contracts and Imperfect Competition: Public Private Partnerships”, RSESS Economics Seminar, Australian National University (Feb). University of Adelaide (May). QUT (Aug.). University of Melbourne (Sep.).

2007: Australasian Economic Theory Workshop 2007; Finance and Economics seminar University of Technology Sydney; Economic Theory Workshop University of Sydney; Economic Theory Workshop, University of Virginia.

2006: UNSW Learning and Teaching Forum (November). Seminars: Economic Theory Workshop University of Sydney; Melbourne University Economics Department.

2005: Australasian Economic Theory Workshop 2005, Economic Theory Seminar University of Virginia, Economic Theory Seminar Rutgers University, Economics seminar INSEAD.

2004: Workshop in Industrial Organization 2004, Auckland University. Seminars: Dept. of Economics Sydney University, Dept. of Economics Rice University (August 2004).

2003: Econometric Society Australasian Meetings, Sydney July 2003; International Business and Economics Conference, Las Vegas; Australian Economic Theory Workshop, Sydney University. Seminars: Dept. of Economics, University of Virginia; Dept. of Economics Melbourne University.

2001: Selected participant, Summer School in Contracts and Bounded Rationality, Venice International University. Seminars: Melbourne University Theory Seminar; Dept. of Economics Sydney University.

2000: Industry Economics Conference 2000, Sydney. Seminars: Dept. of Economics Sydney University (2000), Research School of Social Sciences, ANU (2000).

1999: Econometric Society American Winter Meetings, New York 1999. Seminars: Industrial Organization Group, Dept. of Economics University of California – Los Angeles; Dept of Economics John Hopkins University; Dept. of Economics Melbourne University.

## **Policy Engagement**

- Working with Commonwealth Department of Industry on their public sector performance. 2016.
- Working with the South Australian Government on rejuvenating their public service, 2013-2015.
- Working with the Department of State Development, South Australia on using surveys to help with industry policy and family business policy, 2014-2015.
- Survey and report on Flexible Work Arrangements for the Office of the Equal Opportunity Commissioner, South Australia.
- Developed, implemented and reported on a Workplace Wellbeing Index for DIISRTE, South Australia.
- Invited Roundtable Discussant, Competition Policy Reform Symposium, Centre for Law and Economics, ANU, 6 November 2014.
- Member of the Diagnostic Advisory Committee, for the Workplaces of the Future Initiative, Department of Education, Employment and Workplace Relations, Australian Federal Government, 2012-2013.
- Member of the High Performing Workplaces Index Redevelopment Project Team, for the Workplaces of the Future Initiative, Department of Education, Employment and Workplace Relations, Australian Federal Government, 2012-2013.

- Australian Attorney General's Legal Assistance Workshop, 24 September 2012.
- Australian Attorney General's Alternative Dispute Resolution Forum 8 August 2012.
- Advice to DIISR, Australian Commonwealth Government, on Public Sector performance measurement 2011.

## **Consulting Experience**

My competition policy consulting has been through Henry Ergas at Concept Economics (now Deloitte). I provided advice to Woolworths on spatial competition issues, including material used in their submission to the ACCC inquiry on grocery prices. I have also consulted for Telstra on network access issues.

I have also worked with over 200 private and public sector organizations and departments to help them improve their performance using organizational surveys.