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References

Gary Charness Professor of Economics, UCSB gary.charness@ucsb.edu
Erik Eyster Professor of Economics, UCSB erikeyster@ucsb.edu
Ignacio Esponda Associate Professor of Economics, UCSB iesponda@ucsb.edu

Education

Ph.D. Economics **University of California, Santa Barbara** *Expected 2021*
Committee: Gary Charness, Erik Eyster, Ignacio Esponda
M.S. Applied Economics **Montana State University, Bozeman** May 2010
Committee: Robert Fleck, Christiana Stoddard, Timothy Fitzgerald
B.A. Philosophy **Montana State University, Bozeman** May 2007
Second major in Economics, minor in Mathematics, *with highest honors*

Research

Fields: Behavioral and Experimental Economics, Labor Economics, Decision Theory

“Temptation: Immediacy and Certainty”

[*Job Market Paper*](#)

Abstract: An option is especially tempting when it is both immediate and certain. I conduct an online experiment with longitudinal real-effort provision to test this hypothesis and study the effect of risk on present bias. My design permits dynamic inconsistency by having some decisions in advance of real-effort exertion, as well as decisions when the work is imminent. My novel experiment methodologically eliminates two types of risk created by the random incentive scheme, while still identifying present bias. When a decision is implemented with certainty, I find that the number of present-biased individuals is no different, but the intensity of their present-bias is far greater than under risk.

JEL Codes: D03, D81, D91

Technology: PHP, MySQL, Javascript (jQuery), XHTML, CSS,
Amazon Web Services (Mechanical Turk and Elastic Compute Cloud)

“Wage Policies, Incentive Schemes, and Motivation” with Gary Charness and Michael Cooper
Handbook of Labor, Human Resources and Population Economics, 2020

We review experimental and field evidence of how effort and performance in the labor market is affected by financial incentives and non-monetary motivators. Especially small incentives may crowd-out intrinsic motivation, while large incentives may cause choking. A wide variety of social preferences affect labor supply, including gift exchange, fairness, and reciprocity.

Laboratory Experience

UCSB Experimental and Behavioral Economics Laboratory Feb 2020 – present

- Contribute technical solutions using shell scripting and Perl on the Linux ORSEE server.
- Maintain the laboratory subject pool by carefully pruning inactive subject accounts.
- Develop improvements to the ORSEE codebase to improve account management.

Conference Presentations

Economic Science Association, North America Conference Oct 2019

Loyola Marymount University and University of Southern California

Title: “Temptation: Immediacy and Certainty”

Economic Science Association, Global Conference Sept 2020

Title: “Temptation: Immediacy and Certainty”

Teaching Experience

Graduate Teaching Assistant

University of California, Santa Barbara

Master’s level

Corporate Finance	Spring 2016
Econometrics II	Winter 2016
Econometrics I	Fall 2015

For majors

History of Economic Thought	Spring 2018
European Economic History	Spring 2018
Intermediate Macroeconomics	Spring 2014, Spring 2017
Finance	Winter 2013, Fall 2016, Winter 2017, Winter 2016, Spring 2016
Intermediate Microeconomics II	Spring 2012, Winter 2014, Winter 2015

Pre-majors

Intermediate Microeconomics I	Winter 2012, Fall 2014, Summer 2016, Fall 2013
Principles of Macroeconomics	Spring 2015
Statistics for Business & Economics	Fall 2011

Non-majors

Introduction to Economics Winter 2015

Advisory role

Online Instruction Spring 2020, Summer 2020

Adjunct Instructor

Montana State University, Bozeman

For majors

Introductory Microeconomics Fall 2010, Spring 2011

Graduate Teaching Assistant

Montana State University, Bozeman

Master's level

Econometrics I Fall 2007, Fall 2008, Fall 2009

For majors

Intermediate Microeconomics Spring 2009

Benefit-Cost Analysis Spring 2008

Honors Economics Spring 2008

Undergraduate Teaching Assistant

Montana State University, Bozeman

For majors

Introduction to Microeconomics Spring 2007

Technology Expertise

Statistical software (advanced): Stata, Matlab, R, Python

Experimental software (advanced): ORSEE, oTree

Other software (advanced): LaTeX, Git, Subversion, Microsoft Office

Web development (advanced): PHP, MySQL, Javascript, CSS, HTML, web frameworks

Operating systems (expert): FreeBSD, OpenBSD, Debian Linux, Microsoft Windows

Infrastructure (advanced): Amazon Web Services – Compute, Storage, Mechanical Turk

Active certifications: CompTIA Security+ #SY0-201, CompTIA Network+,
CompTIA A+ #220-221, #220-222

Prior certifications: Microsoft Cert. Professional #070-210, Cisco Cert. Network Assoc. #840-801

Technology Employment

RightNow Technologies, Inc. (acquired by Oracle) Bozeman, MT Mar 2010 – Sept 2011

Title 0: **Quality Assurance Test and Documentation Engineer**

Title 1: **Software Engineer**

- Focused on web application engineering and upgrade engineering for production systems.
- Lead projects to increase visibility of team metrics and centralize tools used by upgrade engineers.
- Guided projects shared with internal systems development teams and product development teams.
- Specialized in technical documentation and business requirement drafting of production sites.
- Conducted quality assurance testing on upgrade engineering work, managing the UAT process.
- Held on-call duties for upgrades to clients' production websites, remediating any site emergencies.

Other Publications

“LISA Data Analysis Using Genetic Algorithms” with Jeff Crowder and Neil J. Cornish
Physical Review D 73, March 2006

Awards and Honors

University of California, Santa Barbara

Graduate Division	Research Award (\$3,000)	Spring 2020
Department of Economics	Research Award (\$2,500)	Spring 2014

Montana State University, Bozeman

Dept. of Ag. Econ. and Econ.	Exceptional Comprehensive Exam	Spring 2008
Undergraduate Scholars Program	Research Award (\$750)	Spring 2007
Undergraduate Scholars Program	Research Award (\$750)	Fall 2006
Dept. of Ag. Econ. and Econ.	Research Award (\$1,500)	Summer 2006
Undergraduate Scholars Program	Research Award (\$1,500)	Summer 2006
Dept. of Ag. Econ. and Econ.	First Place, General Economics Exam (\$1,000)	Spring 2006
Dept. of Ag. Econ. and Econ.	First Place, General Economics Exam (\$1,000)	Spring 2005

Consulting and Entrepreneurial Experience

Love Discourse LLP Sept. 2010 – May 2011

Title: Co-founder

- Managed all IT aspects of the firm, including production and development system administration.
- Handled all legal and business aspects, while providing technology business requirements.
- Ensured quality and usability of the learning management system through complete QA testing.
- Contributed new curriculum content and matured existing content and articles.

Balance Lifestyles, Inc. Jan. 2007 – Oct. 2007

- Developed a new e-commerce website emphasizing SEO and back-end usability.
- Recommended and implemented numerous successful marketing strategies.
- Employed industry best practices for software architecture and source code methods.
- Originally operating at a loss, this company went on to open a brick-and-mortar store.

Riverguide, Inc. (acquired by Gartner) May 2007 – Aug. 2007

- Developed a new lead-generation website emphasizing conversion rates, SEO, and CRM.
- Optimized MySQL queries, designed complex search algorithms, and streamlined the back-end.
- Hired and managed subcontractors to help meet project milestone deadlines.
- Advocated development best practices—my platform was still used thirty months later.

Community Service

Animal Shelter Assistance Program Santa Barbara, CA July 2017 – Oct 2018
Volunteer of 200 hours. Provided animal care, facility maintenance, and cat photography.