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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. This novel design 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)
Find an online demonstration of the experiment on my website.

“Wage Policies, Incentive Schemes, and Motivation” with Gary Charness and Michael Cooper

[Handbook of Labor, Human Resources and Population Economics, 2020](#)

Abstract: 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

- Developed tools to improve account management; these augment the ORSEE software.
- Maintained the laboratory subject pool by carefully pruning inactive subject accounts.
- Contributed technical fixes using Bash scripts and Perl on the Linux ORSEE server.

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+ #N10-004,
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 CRM systems.
- 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 production websites (e.g., Sony Online Ent., USPS, Sandisk).
- Guided projects shared with internal systems development teams and product development teams.
- Lead projects to increase visibility of team metrics and centralize tools used by upgrade engineers.

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

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

Montana State University, Bozeman

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| 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

- Designed a complete learning management system with subscription management and accounting.
- Managed all IT aspects of the firm, including production and development system administration.
- Ensured quality and usability of the learning management system through complete QA testing.
- Contributed economics 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 web software architecture and source code management.
- 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.