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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 (Elastic Compute Cloud and Mechanical Turk)
Please 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.

Please find works in progress on my website.

Laboratory Experience

UCSB Experimental and Behavioral Economics Laboratory Manager 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 Loyola Marymount University and University of Southern California	Oct 2019
Economic Science Association, Global Conference	Sept 2020
Economic Science Association, Job Market Series	Nov 2020
Western Economic Association Int’l, Virtual International Conference	<i>Scheduled</i> Mar 2021

Professional Service and Affiliations

Referee: *Experimental Economics*

Member: American Economic Assoc., Economic Science Assoc., Western Economic Assoc.

Technology Expertise

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

Experimental software (advanced): ORSEE, oTree

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

Web development (expert): PHP, MySQL, Javascript, CSS, HTML, various 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

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
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Advisory role

Online Instruction	Spring 2020, Summer 2020
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Adjunct Instructor

Montana State University, Bozeman

For majors

Introductory Microeconomics	Fall 2010, Spring 2011
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Graduate Teaching Assistant

Montana State University, Bozeman

Master's level

Econometrics I	Fall 2007, Fall 2008, Fall 2009
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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
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Other Publications

“LISA Data Analysis Using Genetic Algorithms”

with Jeff Crowder and Neil J. Cornish

[*Physical Review D* 73, March 2006](#)

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.

Consulting and Entrepreneurial Experience

Love Discourse, LLP Co-founder, Engineer, Economist Sept. 2010 – May 2011

- 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. Consultant, Engineer 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) Consultant, Engineer 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 UI.
- Hired and managed subcontractors to help meet project milestone deadlines.
- Advocated development best practices—my platform was still used over three years months later.

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

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.