

CARLES SOLA BELDA

E-mail Address: Carles.Sola.Belda@uab.cat

Education:

Ph.D. 2001 Economics Universitat Autònoma de Barcelona.

Dissertation: “*Economic Action and Reference Points: An Experimental Analysis*”

PhD Advisors and References:

Jordi Brandts

jordi.brandts@iae.csic.es

Arthur Schram

Schram@uva.nl

David Cooper

djcooper@fsu.edu

M.A. 1996 Economics Universitat Autònoma de Barcelona. IDEA Program.

B.A. 1994

Research Interests:

Primary: Experimental Economics, Human Resources.

Secondary: Behavioral Economics, Organizational Behavior, Business Economics, Behavioral Finance.

Academic Appointments:

Associate Professor (with Tenure). Universitat Autònoma de Barcelona.
Business Department.
2007-Present.

Visiting Professor. Summer 2006.

Visiting Professor. Waseda University, Japan.
Business Department
Summer 2014.

Consultant Professor. Universitat Oberta de Catalunya.
Economics Department
2008-Present.

Associate Professor (with Tenure). Universitat de les Illes Balears.
2001-2007. Business Economics Department.

Assistant Professor (Tenure-track). 1999-2001. Business Economics Department.

Visiting Researcher. University of Arizona.
Spring 2000.

Visiting Researcher. Instituto de Análisis Económico.
Spring 2000.

Journal Publications:

Angelovski, Andrej, Brandts, Jordi and Solà, Carles. Hiring and Escalation Bias in Subjective Performance Evaluations: A Laboratory Experiment. Forthcoming *Journal of Economic Behavior and Organization*.

Brandts, Jordi, Rott, Christina and Solà, Carles. Not Just Like Starting Over: Leadership and Revivification of Cooperation in Groups. Forthcoming *Experimental Economics*.

- Brandts, J. and Solà, C. 2010. Personal Relations and their Effect on Behavior in an Organizational Setting: An Experimental Study. 2010. *Journal of Economic Behavior and Organization*, Vol. 73(2), 246-253.
- Calveras, A. and Solà, C. 2002. La Economía Experimental y el Análisis de la Gestión de los Recursos Humanos. *Cuadernos de Economía y Dirección de la Empresa*. vol. 12, p. 405-419.
- Brandts, J. and Solà, C. 2001. Reference Points and Negative Reciprocity in Simple Sequential Games. *Games and Economic Behavior* 36(2), p. 136-157.

Invited Publications and Book Chapters:

- Brandts, J. and Solà, C. 2015. Experiments on Organizations. In Brañas, P. (ed.) *Experimental Economics. Vol II*. Palgrave Macmillan.
- Brandts, J. and Solà, C. 2011. Experimentos sobre Organizaciones. En Brañas, P. (ed.) *Economía Experimental y del Comportamiento*. Editorial Antoni Bosch. Pp. 271-287.
- Solà, C. 2007. *La Familia en la Empresa. Políticas de Recursos Humanos en las Empresas Familiares*. Publicaciones de la Cátedra Banca March de la Empresa Familiar.
- Solà, C. 2002. The Sequential Prisoner's Dilemma. Reciprocity and Group Size Effects. In *Experimental Economics: Financial Markets, Auctions, and Decision Making*, edited by F. Andersson & H. Holm. Kluwer Academic. Boston.

Work in Progress:

- Order Size Choices and Information Revelation: Evidence from a Laboratory Market.
With I. Barreda and R. Pascual.
- Incentives and Design in Highly Interdependent Work Groups.
With A. Angelovski and J. Brandts
- Effects of Repeated Discrimination on Workers.
With A. Angelovski and J. Brandts
- Downsizing in Coordination Games.
With J. Brandts and R. Veszteg
- Distributional Concerns in Compensation Schemes
With J. Brandts, J. and J.M^a.Ortiz,
- Managing Compensation Systems in the Presence of Diverse Workers.
With J. Brandts, and J.M^a. Ortiz.
- Firing Threats and Monitoring in Virtual Organizations: an Experimental Analysis.
With J. Brandts, B. Corgnet, R. Hernan-González, and J. M^a Ortiz
- Overinvestment and Family Firms.
With Rebeca Mendez)
- Communication Forms and Leadership.

Teaching Experience:

- 2008-present. Business Department. Universitat Autònoma de Barcelona.
Undergraduate Level: Human Resources, Organizational Behavior, Business Economics.
Graduate Level: Games and Behavioral Economics (Behavioral Finance Component), Organization and Business Economics, Human Resources Management.
- 2008-present. Universitat Oberta de Catalunya. (Public Virtual University).

- 2010-2013. Undergraduate Level: Economics I.
Higher Institute of Business Administration. Damascus (Syria).
Graduate Level: Human Resources Management.
- 2010-2012. Universitat Autònoma de Barcelona-TEC de Monterrey.
Graduate Level: Family Business (HR).
- 2008-2011. Universidad de Lima (Perú). Master in Business Administration.
Graduate Level: Business Economics.
- 1999-2007. Business Department Economics. Universitat de les Illes Balears.
Undergraduate Level: Introductory Business Economics, Business Economics I, Family Business, Negotiation, Human Resources Management in Practice.
- 1994-1998. Economic Theory Department. Universitat Autònoma de Barcelona.
Undergraduate Level: Statistics I, II, Introduction to Economic Analysis.

Presentations and Invited Talks:

- Incentive and Design Decisions in Highly Interdependent Work Groups.
Regional North-America Economic Science Association Meeting 2015.
Antigua Experimental Workshop and Conference. Guatemala February 2015.
- Distributional Concerns in Compensation Schemes: A Gift Exchange Experiment.
ESA European Meeting 2014.
- Hiring and Escalation Bias in Subjective Performance Evaluations: A Laboratory Experiment.
SABE-IAREP International Meeting 2013.
Asia Pacific Economic Science Association Conference 2013.
- Scalation Bias in Recruitment.
ESA European Conference 2012.
- Downsizing in Games. Experimental Analysis.
International Economic Science Association Conference 2011.
- Personal Relations and their Effect on Behavior in an Organizational Setting. An Experimental Study.
SABE/IAREP International Meeting 2009.
- The Experimental Methodology and its Application to HR Management .
Universitat Autònoma de Barcelona 2007.
- Nepotism in Trust Relationships.
Economic Science Association International Meeting 2006.
Economic Science Association Asia-Pacific Regional Meeting 2006.
- Peer Pressure and Size in Group Incentive Schemes: Experimental Evidence.
Universidad Pública de Navarra 2002.
- The Experimental Methodology and its Application to HR Management.
XI Congreso Nacional ACEDE 2001
- The Sequential Prisoner's Dilemma Reciprocity and Group Size Effects.
Economic Science Association Conference. Barcelona (Spain) 2001.
Arne Ryde Symposium 2000.
- The Experimental Methodology and its Application to Organizations.
Taller de Metodología ACEDE. Cadiz (Spain) 2001.
- Negotiation and Reciprocity.
Universitat Illes Balears 2001.
Microeconomics Workshop - Universitat Autònoma de Barcelona 1998.
- Ultimatum Mini-Games and Negative Reciprocity.
Workshop Economic Science Lab - University of Arizona 1999.

Negative Reciprocity in Simple Sequential Games: An Experimental Analysis.
 Public Choice Society and Economic Science Association Annual Meeting 1999
 Simposio de Análisis Económico 1998.
 Philosophical Foundations of Normative Economics 1998.

Reference Points and Negative Reciprocity.
 Summer in Economic Theory - Tel Aviv 1998.
 Economic Science Association European Meeting 1998.

Honors, Awards and Grants:

Waseda Institute for Advanced Study Fellowship. Waseda University, Tokyo. 2014.
 \$2,900.

Social Responsibility to Improve Organizations and Increase Social Welfare. ECO2013-48496-C4-4-R. Spanish Ministry of Education. 2014-2016. Co-P.I. with Miguel Angel García Cestona. \$65,700.

Economic Analysis of Behavior in HR and Organizations. 2009SGR0820. Regional Government of Catalonia. 2009-2014. Co-P.I. with Jordi Brandts. \$36,000.

The Competitiveness of Stakeholders Oriented Firms: An Economic Analysis with Application to Spanish Firms. ECO2010-21393-C04-01. Spanish Ministry of Education 2011-2014. Co-P.I. with Pedro Ortin. \$78,300.

Firm Organization. Corporate Policies and Family Control. SEJ2007-67895-C04-03/ECON. 2007-2010. Co-P.I with Rafel Crespí. \$135,300.

HR Policies in Family Firms. Catedra Banca March de Empresa Familiar. P.I. Carles Solà. \$7,500.

Corporate Governance. Incentive structure and market efficiency. SEJ2004-07530-C04-04/ECON. 2004-2007. Co-P.I. with Rafel Crespí. \$107,700.

Contracting Structure and Quality of Environmental Policy Decisions. Center for Research in Turism. 2003. Co-P.I. with Rafel Crespí. \$2,900.

Organizational Structure and Governance of Spanish Firms. BEC 2001-2552-C03-03. Spanish Ministry of Education. 2001-2004. Co-P.I. with Rafel Crespí. \$31,000.

Corporate Governance. Implications for the Competitiveness of the Spanish Firms. PB97-0185-C03-03. 1997-2000. Spanish Ministry of Education. Co-P.I. with Gonzalo Lozano. \$10,000.

Research and Travel Grant University Of Arizona (USA), Department of Economics and Public Administration. Generalitat De Catalunya. 1999. \$7,000.

Doctoral Grant (FPI). Generalitat De Catalunya. 1995, 1996, 1997 and 1998. \$60,000.

Local Unemployment in Catalonia. Incorporation of Undergraduate Students to Departments Grant Program. Spanish Ministry of Education. Applied Economics Department. UAB. 1994. \$3,000.

Service:

Referee: Experimental Economics, Journal of Economic Behavior and Organization, American Economic Association.

Discussant: Economic Science Association, Simposio de Analisis Económico, Summer in Economic Theory.

PhD Students Advised:

<i>Name</i>	<i>(School Year. First Job. Position. Role)</i>
Andrej Angelovski	(UAB 2014. LUISS Guido Carli. Post-doc. Co-Advisor)

Helia Marreiros (UAB 2014. University of Southampton. Research Fellow. Co-Advisor)
Orsola Garofalo (UAB 2013. Copenhagen Business School. Assistant Professor. Chair)

Current Students: José Maria Ortiz (co-Advisor), Jessica Ellis (Advisor).

Other:

2014-present Deputy co-Chair of the Business Department.
2014-present Coordination. Recruiting and evaluation commission. Business Department.
2011-present Member of the Executive Commission of the Business Department.
2008-Summer 2012 Coordination of the Doctorate in Economics, Management and Organization (DEMO), a joint program by the Business Department, Universitat Autònoma de Barcelona, Business Department Universitat de les Illes Balears and Departamento de Gestión de Empresas, Universidad Pública de Navarra.
Outcome: Excellence in Accreditation from the Ministry of Science and Education, Spain.
Summer 2002 Organizer, ACEDE Meeting in Palma.

Affiliations: Economic Science Association.