

## VERONICA RATTINI

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### **CONTACT INFORMATION:**

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**DATE OF BIRTH:** February 28, 1989    **SEX:** F    **CITIZENSHIP:** Italy (J-1 Visa)

### **EDUCATION**

2017 - Postdoctoral Associate in Economics, University of Pittsburgh.

2013 - 2017 Ph.D. in Economics (in English), University of Bologna, Italy. *Supervisor:* Maria Bigoni. Dissertation: "The Determinants of Individual Performance: Empirical Essays on the Importance of Soft Skills and Monetary Incentives."

2016 Academic Visiting, New York University. Invitation by Guillaume Fréchet.

2011 - 2013 Msc in Economics (in English) Summa Cum Laude, University of Bologna, Italy. *Advisors:* Andrea Ichino, Giulio Zanella.

2013 Exchange Program, University Paris I - Sorbonne, Paris, France.

2008 - 2011 BSc in Economics, Bocconi University, Italy. *Advisors:* Concita D'Ambrosio, Tommaso Nannicini.

### **RESEARCH INTERESTS**

Primary Fields: Labor Economics, Experimental and Behavioral Economics, Applied Microeconometrics.

Secondary Fields: Social Preferences and Norms.

### **WORKING PAPERS**

**["Worker Discretion and Performance: Evidence from a Real-Effort Experiment"](#)**  
(*Job Market Paper*)

Worker discretion is a crucial factor for productivity and optimal job design. The present research manipulates in a real-effort experiment both the degree and the type of flexibility that individuals have in completing a series of multiple tasks and it examines their consequences on final

performance.

**“A Tale of Two Cities: an Experiment on Inequality and Cooperation”**

(joint with Maria Bigoni and Stefania Bortolotti)

In an online experiment, we exploit the existing disparities in socio-economic status within an Italian city, to study how these differences correlate with preferences in strategic and non-strategic situations.

**“The Short and Long-term Effects of Monetary Incentives in Education”**

Scholarships and other types of monetary incentives decrease the costs of acquiring additional education. The main contribution of this work is to causally identifying, using a Regression Discontinuity Design, the effects of different levels of financial aids on enrollment into tertiary education, academic achievement after enrollment, and on labor market outcomes after graduation.

**RELEVANT POSITIONS HELD:**

- Local organizer of the conference “EWEBE 2017” hosted by the University of Bologna.
- Programming support in zTree: for the “Behavioural Insights” JRC of the European Commission; for the project “The effect of ethics meetings on risk-taking behaviour: an experiment” by Prof. C. Giannetti and Prof. F. Feri; for the project “Recommender Systems: Biased Advises and Its Nature” by Prof. E. Calvano and Prof. B. Jullien.
- Conduction of experiments for external researchers at the BLESS, Bologna Laboratory for Experiment in Social Science, University of Bologna.

**TEACHING EXPERIENCE:**

University of Pittsburgh:

2018-2019 “The Economics of Inequality” (Undergraduate)

2017-2018 “The Economics of Inequality” (Undergraduate)

University of Bologna (TA):

2016 Labor Economics (English), BSc in Economics and Finance.

2016-2014 Econometrics 2 (English), MSc in Economics.

2016 Econometrics, MSc in Management.

2016 Econometrics, MA in Health Economics.

2014 Advanced Microeconomics, MSc in Political Economy.

**WORKING PAPERS ABSTRACTS**

**“Worker Discretion and Performance: Evidence from a Real-Effort Experiment”**

*(Job Market Paper)*

Worker discretion is a crucial factor for productivity and optimal job design. The present research manipulates in a real-effort experiment both the degree and the type of flexibility that individuals have in completing a series of multiple tasks, and it examines their consequences on final

performance. The experiment varies by treatments, the extent to which subjects can decide over the task-ordering or the time allocation, and it compares the results with the baseline case where individuals have full flexibility on both dimensions. Results are interpreted using mouse-clicking data. These data show that a substantial share of workers engages in costly multitasking and does not recognize “time-wasting” tasks. The evidence on the treatment effects suggests that, by restricting individual task-ordering or time allocation decisions, it is possible to improve the achievement of specific types of workers significantly, and also to identify who are the individuals who benefit the most from having full flexibility. Overall, this paper provides new and robust evidence on the limitations of workers’ self-regulation, and it identifies job design interventions which are effective in increasing final performance.

**“A Tale of Two Cities: an Experiment on Inequality and Cooperation”** (joint with Maria Bigoni and Stefania Bortolotti)

In an online experiment, we exploit the existing disparities in socio-economic status within an Italian city, to study how these differences correlate with preferences in strategic and non-strategic situations. Our findings indicate that participants living in an area characterized by a high socio-economic environment tend to trust more and are more inclined to reciprocate higher levels of trust, as compared to those coming from less wealthy neighborhoods. This behavioral difference is, at least in part, driven by heterogeneities in beliefs: subjects from the most affluent part of the city have more optimistic expectations on their counterpart’s trustworthiness than those living in a lower socio-economic environment. By contrast, no significant differences emerge in other preferences: generosity, risk-attitudes, and time preferences. Finally, we do not find any systematic evidence of out-group discrimination based on neighborhood identity.

**“The Short and Long-term Effects of Monetary Incentives in Education”**

Scholarships and other types of monetary incentives decrease the costs of acquiring additional education. The first contribution of this work is to study how such liquidity provision affects the academic achievement of students beyond enrollment and their labor market outcomes after graduation. In this work, I use administrative data to exploit the assignment of different levels of monetary incentives - from full scholarships to small tuition fee discounts - to students positioned in a wide range of the social ladder (from low-income to high-income families). Using a Regression Discontinuity Design, I show that the performances of students whose cost of education is fully subsidized are lower than the achievement of those who pay some of their education cost. Given that this difference in performance persists until the final year of college, I observe a gap in the graduation time. The additional contribution of this project is, therefore, to look at the difference in labor market outcomes between subsidized and unsubsidized students.

### **RESEARCH IN PROGRESS:**

**“Identity in a Multicultural Society”** (joint with Natalia Montinari and Ginevra Marandola)

The research idea of this paper is based on the multidimensional view of identity. In particular, for immigrants’ identity is defined by both ethnic elements, linked to the country of origin, and by elements related to the host country. The objectives of the paper are to study how preferences and attitudes are influenced by specific dimensions of identity and to analyze how cooperation between individuals can be encouraged by making salient a unitary identity (e.g., living in the same city) rather than a fragmentary one (e.g., ethnicity). The aims are to improve the understanding of how identity affects preferences and behavior and to help in defining policies aimed at reducing social conflicts between different ethnic groups.

### **SEMINAR AND CONFERENCE PRESENTATIONS:**

October 2018: North American meeting of the Economic Science Association 2018; Workshop on Norms and Behavioral Change 2018, University of Pennsylvania.

June 2018: ESA World Meeting 2018, Humboldt-University Berlin; North American Summer Meeting of the Econometrics Society 2018, UC Davis; Spring Meeting of Young Economists 2018, University of the Balearic Islands.

May 2018: 5th Imebess Conference, European University Institute Florence.

March 2018: 6th Spring School in Behavioral Economics, San Diego.

August 2017: European Meeting of Econometric Society, Lisbon.

June 2017: 14th Workshop On Social Economy For Young Economists, University of Bologna – Discussant.

May 2017: University of Alicante, Invited seminar presentation.

April 2017: 4th Imebess Conference, Universitat de Barcelona.

March 2017: Bomopav Workshop, Ca' Foscari University.

July 2016: 2nd Social and Biological Roots of Economics Workshop, IfW Kiel 10th Kiel Institute Summer School, IfW Kiel.

June 2016: 13th Workshop On Social Economy For Young Economists, University of Bologna – Discussant.

May 2016: Center for Experimental Social Science, New York University.

December 2015: 2nd London PhD Experimental Workshop, Royal Holloway University.

June 2015: Mastering Metrics Workshop by Joshua Angrist University of Tor Vergata.

January 2014: Workshop on Econometrics and Statistics, TStat Bologna.

### **HONORS, FELLOWSHIPS AND GRANTS:**

2017: “Alma Idea - Identity in a Multicultural Society”, P.I Natalia Montinari

2016: “5 x Mille Alla Ricerca”, Official sponsor for the University of Bologna Campaign on Research

2015: SIR - “Inequality and cooperation: An experimental and theoretical investigation”, P.I. Maria Bigoni

2015: “Marco Polo Grant” - European Commission, Honor Student Award for Visiting Program.

2014: “Modigliani Research Grant” - Unicredit & Universities Foundations, P.I Stefania Bortolotti

2013: “Cavalieri Nazionali del Lavoro” Grant, Honor Student Award for MSc Thesis.

2013-2016: Full PhD Scholarship, by Italian Ministry of Education, University and Research - MIUR.

2013: “Guido Fanti” Grant, by Spinner2013 and Emilia-Romagna Region.

2013: Erasmus Scholarship, for the Exchange Program with University Paris I-Sorbonne, Paris.

**PROFESSIONAL ACTIVITIES AND MEMBERSHIPS:**

Member of: the American Economic Association, the Econometric Society, the Economic Science Association, The Society of Labor Economists, The European Association of Labour Economists.

Journal referee for: *International Journal of Economic Sciences*, *Bulletin of Economic Research*, PLOS ONE, *Food Policy*.

**LANGUAGES:**

Mother Tongue: Italian  
English: Fluent  
French: Advanced

**COMPUTER SKILLS:**

Database: Gretl, Mathematica, R, Stata      Tools: ArcGis for Desktop, Ztree, oTree  
Platforms: ORSEE      Programming: Python

**REFERENCES:**

Professor Maria Bigoni (advisor) Department of Economics University of Bologna Piazza Scaravilli 2 Bologna, Italy 40126 +39 051 209 8122 maria.bigoni@unibo.it	Professor David Huffman  Department of Economics, University of Pittsburgh 4901 Wesley W. Posvar Hall Pittsburgh, PA 15260  huffmand@pitt.edu	Professor Marco Casari  Department of Economics, University of Bologna Piazza Scaravilli 2 Bologna, Italy 40126 +39 051 209 8662 marco.casari@unibo.it
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Professor Roberto Weber  Department of Economics, University of Zurich, Blümlisalpstrasse 10, Zurich, Switzerland 8006 +41 44 634 36 88 roberto.weber@econ.uzh.ch	Professor Osea Giuntella  Department of Economics, University of Pittsburgh 4118 Wesley W. Posvar Hall Pittsburgh, PA 15260  osea.giuntella@pitt.edu
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