

# Yu Pan

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Birth Date: October 29, 1997

## Employment

2024 - Present     **University of Zurich**, Switzerland  
Postdoc at the Chair of Services & Operations Management

## Education

2019 - 2024     **University of Zurich**, Switzerland  
Ph.D. in Management and Economics (summa cum laude)  
Supervisor: Prof. Helmut M. Dietl  
M.A. in Economics, Minor in Data Science (magna cum laude)  
Supervisors: Prof. Lorenzo Casaburi & Prof. Miriam Venturini

## Academic Visit

2025     **University of Lausanne**, Switzerland  
Faculty of Social and Political Sciences  
Host: Carlos Gomez-Gonzalez (1 Week – Scheduled)

2025     **Osaka University**, Japan  
Institute of Social and Economic Research  
Hosts: Gwen-Jiro Clochard & Nobuyuki Hanaki (4 weeks – Scheduled)

# Research

## Publication

7. **Yu Pan**<sup>†</sup>, Marco Henriques Pereira, Carlos Gomez-Gonzalez, and Helmut M. Dietl (2025). *The Superstar Effect on Perceived Performance in Professional Football: An Online Experiment*. Journal of Economic Psychology, 106, 102776. <https://doi.org/10.1016/j.joep.2024.102776>

## Working Papers

6. **Yu Pan**<sup>†</sup>, Carlos Gomez-Gonzalez, and Helmut M. Dietl. *Rewarding Men More for Success, Penalizing Women More for Failure?* ((Revise & Resubmit at the Journal of Organizational Behavior, pdf available [here](#))

5. **Yu Pan**<sup>†</sup>, Carlos Gomez-Gonzalez, Gwen-Jiro Clochard, and Helmut M. Dietl. *When Robots Think and Feel: Will Trust Disappear? Evidence from Three Online Experiments* (Under review at Journal of Behavioral and Experimental Economics, pdf available [here](#))

4. Luca Bagnato<sup>†</sup>, **Yu Pan**, and Miriam Venturini. *Agricultural Practices, Organized Workers, and Female Political Empowerment: Evidence from Italian Mondine*. (pdf available [here](#))

## Work in Progress

3. *Worker Performance Under AI versus Human CEO Leadership: Evidence from a Field Experiment* (Joint with Johannes Luger, Urs Trinkner, Carlos Gomez-Gonzalez, and Helmut M. Dietl)

2. *Foreign Talent in Chinese Football* (Joint with Marco Henriques Pereira, and Helmut M. Dietl)

1. *Discrimination from Voice* (Joint with Gwen-Jiro Clochard)

(<sup>†</sup> indicates the corresponding author)

# Presentations

## The Superstar Effect on Perceived Performance in Professional Football: An Online Experiment

18th BiGSEM Doctoral Workshop on Economics and Management

## When Robots Think and Feel: Will Trust Disappear? Evidence from Three Online Experiments

12th Thurgau Experimental Economics Meeting; April 2024, UZH PhD Seminar in Quantitative Marketing Research

## Rewarding Men More for Success, Penalizing Women More for Failure?

June 2024, UZH Workshop on Sports, Economics, and Natural Experiments; October 2024, UZH Business Research Seminar; May 2025, International Meeting on Experimental and Behavioral Social Sciences (Scheduled)

## Agricultural Practices, Organized Workers, and Female Political Empowerment: Evidence from Italian Mondine

September 2022, SASCA Ph.D. Conference (Miriam Venturini\*); August 2023, EEA-ESEM (Luca Bagnato\*); May 2024, Brown Bag seminar at University of Milan (Luca Bagnato\*); April 2024, EHS Annual Conference (Luca Bagnato\*); February 2025, IdEP Junior Seminar at Università della Svizzera italiana (Luca Bagnato\*)

## Foreign Talent in Chinese Football

June 2025, UZH Workshop on Sports, Economics, and Natural Experiments (Scheduled); 16th ESEA Conference on Sport Economics (Scheduled)

(★ indicates presentation by coauthor)

## Professional Experience

2023 Spring	<b>World Bank</b> , East Asia and Pacific Short-Term Consultant (STC) for Elizaveta Perova
2022 Spring	<b>ETH Zurich</b> , Center for Law & Economics, Switzerland Research Assistant for Prof. Elliott Ash

## Grants

2024	UZH GRC Short Grant 2250 CHF
2023	UZH GRC Travel Grant 540 CHF

## Teaching and Theses Supervision

### Teaching Assistant

2025 Spring	Industrial Perspectives on Operations Management (UZH)
2024 Fall	Services & Operations Management (UZH)

### Invited Lecture

2025 Spring	Current Socio-Economic Issues and Challenges in Sports (UNIL)
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### Theses Supervision

Master Theses	Sebastian Lutz, Yihao Bian, Lin Qing
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## Service

2024 - Present	Student Academic Advisor
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