

PROFESSIONAL CONTACT INFORMATION

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University of Virginia
235 McCormick Road
Charlottesville, VA 22904, USA

EDUCATION

Ph.D, MS, California Institute of Technology
Dissertation: Organizational and Financial Economics
Committee: Federico Echenique, Jaksza Cvitanic, Charlie Plott, and Colin Camerer

Diploma, US Army Intelligence Center

BS, University of California, Los Angeles
Thesis: Reputation and Commitment in the Insurance Market
Advisor: Christian Hellwig

ACADEMIC POSITIONS

University of Virginia, Frank Batten School of Leadership & Public Policy
Associate Professor of Public Policy and Economics: 2022 – Current
Associate Professor of Public Policy: 2021 – 2022
Assistant Professor of Leadership and Public Policy: 2016 – 2021
Director of the Center for Leadership Simulation and Gaming: 2016 – 2020

University of Virginia, Department of Economics
Associate Professor of Economics (courtesy): 2022 – Current

Seoul National University, Department of Economics
Visiting Professor: 2024 – Current

Naval Postgraduate School, Graduate School of Business & Public Policy
Assistant Professor of Finance and Economics: 2009 – 2016
Director and PI of the Behavioral and Experimental Social Science Laboratory: 2010 – 2016

University of California, Berkeley, Haas School of Business
Visiting Scholar: 2011 – 2013

PROFESSIONAL EXPERIENCE

University of Western Ontario, Faculty of Law, Visiting Faculty: Summer 2022
US Department of Defense, National Defense University, Civilian Faculty: 2020 – 2022
ZEW – Leibniz Centre for European Economic Research, Guest Scientist: Summer 2019
US Army Reserve, Military Intelligence Officer, and Psychological Operations Officer: 2001 – 2011

ACADEMIC INTERESTS

Research Interests: Market Design. Game Theory. Organizational Economics. Defense Economics. Experimental Economics. Behavioral Economics. Financial Economics.

Policy Interest: Technology Policy. Defense Policy.

PUBLICATIONS

- "Once Bitten, Twice Shy: The Contagious Effect of Seeing and Experiencing Betrayal," with E. Chou and D. Hsu (2022), *Journal of Experimental Psychology: Applied*, Vol 28, Issue 2, p 360-378.
 - Nominated for "best paper" at the 2021 Academy of Management, Managerial and Organizational Cognition Division (MOC).
- "Expectations of reciprocity when competitors share information: Experimental evidence," with B. Ganglmair and A. Holcomb (2020), *Journal of Economic Behavior & Organization*, Vol. 170, p 244-267.
- "Modeling the Extended Warranty: A Managerial Focus," with R. J. Eger (2015), *Journal of Applied Business and Economics*, Vol. 17, Issue 3, p 126-140.
- "One size does not fit all: personalized incentives in military compensation," with P. J. Coughlan and W. R. Gates (2014), *Defense & Security Analysis*, Vol. 30, Issue 4, p 360-378.
- "Dissociable contribution of prefrontal and striatal dopaminergic genes to learning in economic games," with E. Set, I. Saez, L. Zhu, D. E. Houser, S. Zhong, R. P. Ebstein, S. H. Chew, and M. Hsu (2014), *Proceedings of the National Academy of Sciences of the United States of America*, Vol. 111, No. 26, p 9615-9620.

CONDITIONAL ACCEPT

- "Combinatorial Retention Auction Mechanism," with P. J. Coughlan and W. R. Gates, conditional accept at *Games and Economic Behavior*.

REVISE AND RESUBMIT

- "A Test of the Economic Theory of Enforcement: Observed Choices of Red Light Running Behavior," with R. J. Eger at *Crime & Delinquency*.

WORKING PAPERS

- "Improving Coordination and Cooperation Through Competition."
- "Performance Based Incentives for Military Recruiters: Evidence from the U.S. Navy," with J. Arkes and J. M. Cunha.
- "Comparative Statics of Minimum Effort Coordination Game," with J. Romero..
- "Ambiguity Aversion in Asset Markets: Experimental Study of Home Bias."
- "Computational Testbeds for Coordination Games," with J. Romero.

- “Simulating the Cost-Effectiveness of Non-Monetary Retention Incentives,” with P. J. Coughlan and W. R. Gates.

WORK IN PROGRESS

- “Combinatorial Retention Auction Mechanism: Experimental Results,” with P. J. Coughlan and W. R. Gates.
- “Quality Adjusted Auction Mechanism: Market Design for Military Retention.”
- “Competition and Public Goods setting for the Ultimatum Game,” with S. Collins.
- “Potential Impact of Changing the U.S. Military’s Retirement from Defined Benefit to Defined Contribution.”
- “Executive Assignments and Bargaining.”
- “Reverse Auction Experiment with Common and Private Cost.”

TECHNICAL REPORTS

- “The Combinatorial Retention Auction Mechanism,” with P. J. Coughlan and W. R. Gates (2013), *Naval Postgraduate School Technical Report*, NPS-GSBPP-13-004.
- “One Size Does Not Fit All: Personalized Incentives in Military Compensation,” with P. J. Coughlan and W. R. Gates (2013), *Naval Postgraduate School Technical Report*, NPS-GSBPP-13-002.
- “Extended Warranty Management in the Department of Defense,” with J. Khawam (2012), *Acquisition Research Sponsored Report Series*, NPS-CM-12-203.

PARTICIPATORY COMPUTER SIMULATIONS CREATED

- Metropolitan: A Sustainable Transit Simulation. First version released on Feb 2020.
- Host Nations: A Refugee Simulation. First version released on Feb 2019.
- Global Pandemic Simulation Game. First version released on Feb 2018. Virtual classroom version released on March 2020.

GRANTS

- “Economic Theory and Experimental Economics,” Bankard Workshop Award, University of Virginia, AY 2026¹. (\$7,000)
- “Economic Theory and Experimental Economics,” Bankard Workshop Award, University of Virginia, AY 2025. (\$7,000)
- “Economic Theory and Experimental Economics,” Bankard Workshop Award, University of Virginia, AY 2024. (\$7,000)

¹ AY notation: AY 2025 means Fall 2025 and Spring 2026

- “Mobile Computer Laboratory for Simulations and Experiments,” Equipment Trust Fund, University of Virginia, AY 2018. (PI, \$100,000)
- “Audio and Visual Improvement for Simulations,” Equipment Trust Fund, University of Virginia, AY 2018. (PI, \$25,000)
- “Retention of Surface Warfare Officers,” Fleet Forces Command, US Navy, AY 2016 – AY 2017. (PI, \$200,000, Awarded but declined)
- “Incorporating Quality Aspect to Compensation and Retention Auctions,” Manpower, Personnel, Training & Education, US Navy, AY 2016 – AY 2017. (PI, \$120,000, Awarded but declined)
- “Developing a Market-Based Compensation System,” Manpower, Personnel, Training & Education, US Navy, AY 2014 – AY 2015. (PI, \$241,824.47)
- “Designing Optimal and Practical Force-Management Solution via Mechanism Design, Experimental Analysis, and Simulation Modeling,” Research, Modeling, and Analysis Division, US Navy, AY 2013. (Co-PI, \$137,793.10)
- “USN Retirement Implementation Study Proposal,” Research, Modeling, and Analysis Division, US Navy, AY 2013. (Co-PI)
- “Extended Warranty Management in the Department of Defense,” Acquisition Research Program, AY 2012. (PI, \$99,650.52)
- “Designing Navy Selective Reenlistment Bonus Policies Mechanism Design, Experimental Analysis, and Simulation,” Research, Modeling, and Analysis Division, US Navy, AY 2012. (Co-PI)

UVA TEACHING EXPERIENCE

MPP Courses

- Modern Techniques in Finance: Fall 2017, Fall 2018, Fall 2019, Spring 2023, Spring 2024, Spring 2025.
- Applied Policy Project II: Spring 2023, Spring 2024, Spring 2025.
- Applied Policy Project I: Fall 2022, Spring 2025.
- Game Theory: Fall 2019.
- Modeling Optimizations, Simulations, and Games: Spring 2018, Fall 2018.

Undergraduate Courses

- Research Methods and Data Analysis in Public Policy: Fall 2022 (x2), Fall 2023 (x3), Fall 2024 (x3)
- Corporate Finance: Summer 2025³

Special UVA Courses

- Tri-Sector Leadership Fellow Program (Darden MBA, Law JD, and Batten MPP): Fall 2018, Fall 2019, AY 2023, AY 2024, AY 2025.

Other UVA Courses

- Technology Policy: Semiconductor Industry I & II (independent study): Fall 2023, Spring 2024, Fall 2024, Spring 2025.

³ Scheduled

DoD / NDU TEACHING EXPERIENCE

Various seminars from 2020 to 2022 on the topics of:

- Industry Analysis.
- Industry Study in Electronics.
- Industry Study in Advanced Manufacturing.
- Mobilization in the 21st Century.
- Contemporary Topics in National Security.
- Strategic Leader Foundational Course.

NPS TEACHING EXPERIENCE

EMBA Courses

- Economics for Defense Managers: Spring 2013 (x2).
- Business Modeling Analysis: Winter 2011.

MBA Courses

- Finance: Fall 2009 (x2), Fall 2010 (x3), Fall 2011 (x2), Fall 2012 (x2), Fall 2013 (x2), Fall 2015 (x2), Fall 2016 (x2).
- Business Modeling Analysis: Winter 2010 (x2), Summer 2014 (x2), Summer 2015 (x2).
- Economics of the Global Defense Environment: Summer 2016 (x2).

INVITED SEMINAR AND LECTURES

- 2020: US Agency for International Development Leadership Education (x2), UVA Athletic Leadership Academy, University of the Philippines.
- 2019: US Agency for International Development Leadership Education (x5). Taiwanese Delegations to the US. National Defense University. University of International Business and Economics (x2), UVA Athletic Leadership Academy.
- 2018: Washington and Lee University, Republic of Korea's Ministry of Personnel Management, Federal Executive Institute and Taiwanese Delegation (x2). University of International Business and Economics (x2).
- 2017: George Mason University, National Taiwan University (Microeconomics Seminar), National Taiwan University (Market Design Lecture).
- 2013: University of Texas at Dallas.
- 2011: CME & Wheaton College. San Jose State University.
- 2009: University of California, San Diego. Naval Postgraduate School. University of Massachusetts at Amherst. Wheaton College. Fordham University.

CONFERENCE PRESENTATIONS AND WORKSHOPS

- 2019: NASPAA Annual Conference (invited to host simulation workshop), UVA's Complete Immersion Batten Orientation (Host Nations: A Refugee Simulation).
- 2018: Defense Analysis Exchange (invited session chair for Defense Resource Management), UVA's Complete Immersion Batten Orientation (Pandemic Simulation and Excel Primer), UVA Batten leadership in US Foreign Policy, Nelson County High School, James Madison University, University of International Business and Economics.
- 2017: Monticello High School, Alpha Tau Omega at UVA, UVA Tri-Sector Leadership Program.

- 2016: Defense Analysis Exchange (invited session chair for Defense Security Strategy and Joint Force Requirements), Western Economics Association International Conference, Virginia Experimental Social Science Conference at UVA.
- 2015: Western Economics Association International Conference.
- 2014: Southern Economic Association Annual Meeting. Western Economics Association International Conference. Economic Science Association International Meeting. Defense Analysis Exchange.
- 2013: Western Economics Association International Conference.
- 2012: Fourth World Congress of the Game Theory Society. Western Economics Association International Conference. Economic Science Association International Conference. Bay Area Behavioral and Experimental Economics Workshop. Defense Analysis Seminar.
- 2011: Western Economics Association International Conference. Navy Workforce Conference.
- 2010: Economic Science Association World Conference. Western Economic Association International Conference. Behavioral Decision Research in Management. Navy Workforce Conference.
- 2009: Economics of Contracts Summer School, Hebrew University at Jerusalem and IAS.
- 2008: Economic Science Association North America Meeting. Academy of Management Annual Meeting. Economic Science Association International Meeting.
- 2007: Economic Science Association North America Meeting. Organization of Firm, Stanford Institute for Theoretical Economics. Graduate Student Workshop in Experimental Economics, George Mason University. US Army Leadership Training Academy Conference. US Army Civil Affairs and Psychological Operations Command G2 (Intelligence) Conference.
- 2006: Frontiers in Mathematics and Economics, by University of British Columbia. Behavioral Decision Research in Management. Economic Science Association International Meeting.

INTERNATIONAL EVENTS

- Batten’s Director for NASPAA-Batten Student Simulation Annual Competition, 2020
 - 7 international sites, 350 students, 114 universities, 34 practitioners and academic judges. Debuted Metropolitan Simulation.
- Batten’s Director for NASPAA-Batten Student Simulation Annual Competition, 2019
 - 11 international sites, 565 students, 147 universities, 45 practitioners and academic judges. Debuted Host Nations Simulation.
- Batten’s Director for NASPAA-Batten Student Simulation Annual Competition, 2018
 - 15 international sites, 508 students, 155 universities, 71 practitioners and academic judges. Debuted Pandemic Simulation.

ACADEMIC OR UNIVERSITY SERVICE (PARTIAL LISTING)

- Co-chair, Promotion Committee, UVA, AY 2025.
- Reappointment Committee, UVA, AY 2025.
- Global Competency Assessment Committee, UVA, AY 2025.
- Copilot for M365 Pilot member, UVA AY 2025.
- Quantitative Reasoning Competency Assessment Committee, UVA, AY 2024 – Current.
- Applied Policy Project and Capstone Curriculum Committee, UVA, AY 2024 – Current.
- Visiting Practitioners Committee, UVA, AY 2024.
- New faculty guide, UVA, AY 2024.
- Faculty advisor, Judo program, UVA, AY 2022 – Current.
- Mentor, UCLA Mentorship Program, AY 2021 – Current.

- Mentor, Undergraduate Student Opportunities in Academic Research, UVA, AY 2020; AY 2023; AY 2024.
- Professor of Practice Search Committee, UVA, AY 2023.
- Truman Scholarship Interview Committee, UVA, Spring 2023.
- Faculty Committee, Eisenhower School, NDU, AY 2021 – AY 2022.
- Vice Chair, Defense Equal Opportunity Climate Survey Working Group on Fairness and Climate of Respect, NDU, Fall 2021.
- International Students Admissions Committee, Eisenhower School, NDU, Fall 2021.
- Industry Studies Review Committee, Eisenhower School, NDU, Spring 2021.
- Truman Scholarship Committee, UVA, Fall 2019, Fall 2020.
- Admissions Committee, Batten School, UVA, AY 2020.
- Member, UVA Simulation Working Group, Summer 2019 – Spring 2020.
- Chair, Full Stack Developer Search Committee, UVA, Spring 2019.
- Batten's Director, NASPAA-Batten Student Simulation Annual Competition, AY 2017 – AY 2020.
- Organizer, Junior Economist Lunch Seminar, UVA, Fall 2018 – Fall 2019.
- Organizer, Richmond Federal Reserve Lecture at Batten, UVA, Fall 2018, Fall 2019.
- Chair, Full Stack Developer Search Committee, UVA, Winter 2018.
- Chair, Center Coordinator and Writer Search Committee, UVA, Fall 2018.
- Organizer, Simulation Center Workshop Series, UVA, Fall 2017 – Summer 2018.
- Center Directors Committee, Frank Batten School, UVA Jan 2017 – Jun 2020.
 - Organizer for committee, Fall 2019.
- Member, Global Infectious Disease Institute, UVA, Summer 2017 – Current.
- Curriculum Committee, Frank Batten School, UVA, Jan 2017 – Aug 2018.
- Chair, Front End Developer Search Committee, UVA, Winter 2017 – Spring 2018.
- Designed and coordinated the building of the new physical layout of CLSG (now Garrett Hall Commons), UVA, Fall 2017.
- Chair, Python Developer Search Committee, UVA, Fall 2017.
- Chair, User Interface Developer Search Committee, UVA, Summer 2017.
- Chair, Project and Administrative Coordinator Search Committee, UVA, Spring 2017.
- Course coordinator for MBA and EMBA Finance (GB/GE 4052), 2011 – Dec 2016.
- Public Budgeting Faculty Search Committee, NPS, AY 2013.
- Economics Faculty Search Committee, NPS, AY 2013.
- Accounting Faculty Search Committee, NPS, AY 2012.
- Academic Faculty Host, NPS, AY 2012.
- Chair, Finance Faculty Search Committee, NPS, AY 2011.
- Accounting Faculty Search Committee, NPS, AY 2011.
- NPS Economic Seminar Series organizer with Cunha and Sullivan, AY 2011 – AY 2013.
- Economics Faculty Search Committee, NPS, AY 2010.
- District Chair, UCLA Alumni Association Freshmen Scholarship, 2009.
- District Co-Chair, UCLA Alumni Association Freshmen Scholarship, 2008, 2010.
- UCLA Alumni Association Freshmen Scholarship Committee, 2007.
- UCLA Alumni Association Transfer Student Scholarship Committee, 2007.
- Judge and Mentor, Summer Undergraduate Research Fellowship, Caltech, 2006.
- Board of Directors, Graduate Student Council, Caltech, AY 2006.

REFEREE

Geneva Risk and Insurance Review; Journal of Futures Market; Economic Inquiry; Decision Science; Contemporary Economic Policy; Applied Economics; Applied Economics Letters; Journal of Economic Behavior & Organization; RAND reports; International Journal of Game Theory.

CURRENT THESIS ADVISING AND PH.D COMMITTEE

- Daniel Kwiatkowski (UVA, Ph.D)
- Elisa Hu (UVA, BA)
- Zitian Wang (UVA, Ph.D)

PAST THESIS ADVISING AND PH.D COMMITTEE

- 2024: Snigdha Das (UVA, Ph.D), Sara Dixon (USMC, MS)
- 2023: David Li (UVA, BA)
- 2021: Damon Durall (USA, MS), Crystal Moore (DoAF, MS). Joshua Lenzini (DoA, MS), David Radell (DoN, MS)
- 2017: Peter Simerman (USN, MS)
- 2016: Marley Cassels (USN, MBA)
- 2015: Jacob Johnson (USMC, MBA), Terry Triplett (USN, MBA), Michael Winters (USN, MBA), Brett Williams (USN, MS)
- 2014: Eric Kelso (USN, MBA), Benjamin Symonette (USA, MS), Raul Garza (USMC, MS)
- 2013: Petra Seipel (USMC, MBA), James Rorer (USN, MBA), Luis Asifuinagomez (USN, MBA), Jonathan Sabado (USMC, MS)
- 2012: Neil Ebuon (USN, MBA), Vinh Nguyen (USA, MBA), John Porter (USN, MBA), Jason Schneider (USMC, MBA), Clarence Dan Washington (USN, MBA), Paschalis Georgakoudis (Greek Hellenic Navy, MS), Jason Nowell (USN, MS)
- 2011: Quincy Pearson (USMC, MS)
- 2010: Joshua Tiley (USN, MBA), Christopher White (USMC, MS), Mustafa Akturk (Turkish Army, MBA), Jeremy Beckham (USN, MBA), Timothy Calvo (USN, MBA), Charles Mielkie (USN, MBA), Kyle Hahn (USMC, MS)
- 2009: Amanda Browning (USN, MBA), Clinton Burr (USN, MBA)

AFFILIATIONS AND HONOR SOCIETIES (PARTIAL LISTING)

- Alpha Tau Omega National Fraternity.
- Mortarboard National Senior Honor Society: previously a social chair.
- Golden Key International Honour Society: previously a community service director.

AWARDS (PARTIAL LISTING)

- Certificate of Honor by UIBE, US Army Commendation Medal, Caltech Institute Fellowship, German Armed Forces Proficiency Badge, American Legion Award: Gold medal, Parachutist Badge, Special Forces Association Award, Society of American Military Engineers Award.

MEDIA COVERAGE (PARTIAL LISTING)

- United Nations University – Maastricht Economic and Social Research Institute on Innovation and Technology (April 6, 2020): How to make a city sustainable — in a single day?
 - [https://merit.shorthandstories.com/how-to-make-a-city-sustainable---in-a-single-day-/](https://merit.shorthandstories.com/how-to-make-a-city-sustainable---in-a-single-day/)
- Insight into Diversity, print magazine (March 2020): Simulation Learning Takes Students Out of the Classroom and Into the Middle of Public Crises
 - <https://www.insightintodiversity.com/simulation-learning-takes-students-out-of-the-classroom-and-into-the-middle-of-public-crises/>
- UVA Today (March 24, 2020): Q&A: Batten Professor’s 2018 Global Pandemic Simulation Becomes All Too Real
 - <https://news.virginia.edu/content/qa-batten-professors-2018-global-pandemic-simulation-becomes-all-too-real>
- Georgetown University (Feb 11, 2019): 585 Students Around the World Compete in Host Nations: A Refugee Simulation
 - <https://mccourt.georgetown.edu/news/585-students-around-the-world-compete-in-host-nations-a-refugee-simulation/>
- ACADEMICS: Leadership Academy - Batten School Simulation (Nov 21, 2019)
 - <https://youtu.be/QM-0UPzvP54>

Last Updated 29 JAN 2025