COVER LETTER

HARVARD | BUSINESS | SCHOOL

Dr. Manuel Hoffmann

Postdoctoral Researcher

Harvard Business School,
Laboratory for Innovation Science at Harvard

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Innovation Research Boot Camp 2025
National Bureau of Economic Research

February 6, 2025

Dear Selection Committee,
Dear Drs. Kevin Bryan, Ina Ganguli, and Kyle Myers,

I write to you to express my interest in the NBER Innovation Research Boot Camp 2025 in Cambridge, MA.

This boot camp is of extraordinary interest to me to engage in effective research in innovation economics. I am an economist with a PhD from Texas A&M University who is engaged in work around social, medical and technological innovation and who has worked as a postdoctoral scholar at the Stanford Center for Population Health on medical innovation. Afterwards, I switched to Harvard Business School where I work the last years in the domain of open source software, and artificial intelligence at the Laboratory for Innovation Science at Harvard.

My current postdoctoral position is supported by the Linux Foundation to design field experiments and run quasi-experimental studies on open-source software and generative AI with assistant professor Frank Nagle from the Harvard Business School. Frank Nagle is my reference letter writer.

I applied in 2022 but unfortunately was not selected. As an incoming assistant professor working on the causes and consequences of technologies and innovation, this workshop would be highly beneficial at this time in my career.

Thank you for your time and consideration.

Sincerely,

Manuel Hoffmann

Manuel Hoffmann, www.manuelhoffmann.org
Postdoctoral Scholar, Digital, Data, and Design Institute, Harvard Business School

Innovation Boot Camp Essay

Technologies as a force for transformation have always captivated me, and as such I am interested in the way they shape businesses and worker decisions in the world around us and how individuals, society, firms, and organizations interact with them. With a continuous shift of our economy from analog to digital, I am excited about the role that open source software and artificial intelligence as two broad current and prospective underpinnings will play in it. Particularly exciting to me are the strategic implications around open innovation and artificial intelligence with its relevancy extending into every space of knowledge work. By applying experimental and quasi-experimental methods, I investigate the strategic benefits of open innovation, the impact of AI on knowledge work, and the role of technology in shaping firm decision-making.

I have built a foundation for my managerial research through rigorous studies in business, economics, and statistics across the globe. During my PhD in economics, I focused on the space of managerially relevant behavioral, labor, and health economics research applying experimental and quasi-experimental methods. One of my dissertation chapters is a field experiment investigating a medical innovation of vaccines through an immunization campaign in a bank prior to the COVID-19 pandemic. In this project, I demonstrate how opportunity costs and peers matter to set up such firm campaigns but that these campaigns may not always lead to the desired impacts. This finding contextualizes why firms might not have an incentive to engage in social responsibility campaigns. The paper is under Revise and Resubmit at Management Science.

In my recent work, I examine the role of AI in mitigating bottlenecks among expert contributors in digital production environments. Using a natural experiment involving GitHub Copilot, I find that AI-assisted developers shift their focus toward core tasks, reducing managerial overhead and potentially flattening organizational hierarchies. This research contributes to the broader discussion on AI's effects on labor dynamics, firm strategy, and productivity. Additionally, my work on open-source software highlights its immense economic value—$8.8 trillion globally—and its strategic importance for firms navigating open versus proprietary innovation models.

Looking ahead, I aim to deepen my understanding of AI’s impact on firm behavior, worker productivity, and strategic decision-making. I am particularly interested in exploring how generative AI reshapes skill development, career trajectories, and the evolving nature of managerial work. Furthermore, I seek to investigate firm-level AI adoption and its consequences for innovation, collaboration, and market competition.

Attending the NBER Innovation Research Boot Camp would be an invaluable opportunity to refine my methodological approach, engage with leading scholars, and explore new research collaborations at the frontier of innovation economics. As an incoming assistant professor working on the causes and consequences of technologies and innovation, this workshop would be highly beneficial at this time in my career. As such, the program’s focus aligns closely with my research interests, and I look forward to contributing my perspective while learning from experts in the field.

MANUEL HOFFMANN

150 Western Avenue, Suite 6.220, Allston, MA-02134
manuelhoffmann.org – (979)-446-2107 – mhoffmann@hbs.edu

EMPLOYMENT

University of California, Irvine, Paul Merage School of Business, Assistant Professor *soon*
Harvard University, Harvard Business School, Data, Digital, and Design Institute, Postdoc *2022-now*
Harvard University, Harvard Business School, Laboratory for Innovation Science, Postdoc *2021-now*
Princeton University, The Mamdouha S. Bobst Center for Peace and Justice, Visiting Postdoc *2020-2021*
Stanford University, College of Medicine, Center for Population Health Sciences, Joint Postdoc
University of Heidelberg, Heidelberg Institute of Global Health, Joint Postdoc

RESEARCH INTERESTS

Innovation, Generative AI, Future of Work, Open Source Software, Economics of Information Systems

PUBLICATIONS AND UNDER REVIEW

1. Generative AI and The Nature of Work. Under Review at *Quarterly Journal of Economics* (with Sam Boysel, Frank Nagle, Sida Peng, and Kevin Xu) - **JMP**
2. Television, Health and Happiness, Under Review at *Econometrica*. (with Adrian Chadi).
3. Vaccines at Work: Experimental Evidence from a Firm Campaign, Revise and Resubmit at *Management Science* (with Roberto Mosquera and Adrian Chadi).
4. Fairness Preferences Revisited. *Journal of Economic Behavior & Organization*, 2024 (with Yinjunjie Zhang, Raisa Sara and Catherine Eckel).
5. The Pro-Russian Conflict and its Impact on Stock Returns in Russia and the Ukraine, *Journal of International Economics and Economic Policy*, 2015 (with Matthias Neuenkirch).

WORKING PAPER

1. The Value of Open Source Software. In Prep. for *Science* for December 2024 (with Frank Nagle and Yanuo Zhou).
2. Open Innovation and Labor Market Competition. In Prep. for *Management Science* (with Sam Boysel, Frank Nagle)
3. Cybersecurity, Productivity, Brain-Stimulation In Prep. for *Management Science* (with Ruixin Jia, Marco Palma, David Wright and Bin Mai)
4. Over-Diagnosis: Causal Evidence from a Top Medication. In Prep. for *Nature* (with Hsu-Hang Yeh, Zoey Chopra, Elizabeth A. McAninch, Pascal Geldsetzer)
5. Television and the Female Labor Supply (with Adrian Chadi and Sven Hartmann)

WORK IN PROGRESS

1. Open vs Proprietary Software: A Field Experiment in the Gig-Economy (with Alexander Staub, Frank Nagle, and Karim Lhakani).
2. Being Overruled: Using Deep Learning to Investigate Experimental Evidence (with Daniel Stephenson)
3. Artificial Intelligence Across the Globe (with Tim Destefano, Katherine Stapleton, Jonathan Timmis)
4. Matching Health Mentors. Experimental Evidence on Machine Learning vs Revealed Preferences (with Arpita Biswas, Abu Siddique, amd Daniel Stephenson)

HBS CASE STUDY

1. AGENTS.inc: Pathways to Growth at an AI Startup (with Frank Nagle, Karoline Ströhlein, and Susan Pinckney) - material in use at HBS, UC Berkeley, Tufts University

EDUCATION

Ph.D. in Economics, Texas A&M University	*2020*
European Master in Labour Studies, London School of Economics and University of Trier (*top of my class*)	*2015*
M.Sc. in Survey Statistics, University of Trier	
M.Sc. in Economic Analysis and Measurement, University of Trier (*top of my class*)	*2014*
M.Sc. in Business Administration, University of Trier (*first in my class*)	
- Study Abroad: Texas A&M International University, Laredo, TX (*top of my class*)	
B.Sc. in Business Administration, University of Trier	*2011*
- Study Abroad: Bloomsburg University of Pennsylvania (*top of my class*)	

RESEARCH AFFILIATION

World Bank and Georgetown Affiliate	*2024-now*
CESifo Research Network Affiliate	*2023-now*
Harvard University, Laboratory for Innovation Science at Harvard	*2021-now*
Stanford University, The Center for Population Health Sciences, Researcher	
Australian National University, Tax and Transfer Policy Institute (TTPI), Research Affiliate	
University of Heidelberg, Heidelberg Institute of Global Health	
U.S. Veterans Affairs, Palo Alto, Researcher	
Victoria University of Wellington, Research Associate	*2019-now*
CESifo, Visiting Affiliate	*2023-2023*
European School of Management & Technology, Visiting Researcher	
European Commission, Behavioral Insights Team, Nudge Unit, Expert Consultant	*2020-2022*
Duisburg-Essen University, CINCH, Health Economics Fellow	
University of Melbourne, Melbourne Institute, Visiting Researcher	*2018-2018*
German Institute for Economic Research (DIW), Visiting Researcher	
Texas A&M University, Center for Field Experiments and Design (Profs. Petrie & Castillo)	*2018-2020*
Texas A&M University, Economic Research Laboratory (Prof. Eckel)	*2015-2020*
University of Trier, Experimental Economics Laboratory (Prof. Mertins)	*2013-2015*
University of Trier, Institute for Labor Law and Industrial Relations in the EU (Prof. Goerke)	*2013-2015*

REFEREE ACTIVITIES

Management Science, PNAS Nexus, Organizational Science, Labour Economics, Journal of Population Economics, Journal of Economic Behavior and Organization, Economic Inquiry, Economica, China Economic Review, Health Economics, Review of Economic Design, Health Economics Review, Journal of Behavioral Public Administration, 2018 Spring Meeting of Young Economists, Spain (7 papers), 2021 Spring Meeting of Young Economists, Italy (4 papers)

HONORS, AWARDS AND GRANTS

Harvard Data Science Initiative Grant ($20,000, PI)	*2022-2024*
Harvard Business School Research Funding ($31,000, PI)	
ASSA AEA URM Travel Grant ($1,000)	
Stanford Spectrum NIH Grant with Susan Athey, Alice Milivinti, Rebecca Hasdell ($20,000, Co-PI)	*2021*
Royal Economic Society Conference Travel Grant (£500)	
Texas A&M Graduate Assistantship	*2015-2020*
Public Choice Society Graduate Student Fellowship ($700 - Covid-19 cancellation)	*2020*
European Economic Job Market Travel Grant ($200)	
Princeton University & New York University Abu Dhabi, WESSI Workshop ($2,000)	*2019*
SEA Graduate Session Nomination (Funded, incl. Membership)	
Texas A&M University, 3 Minute Thesis Competition, Finalist	
Texas A&M Student Research Week, 2nd Prize for Graduate Oral Presentation ($150)	
Bush Foundation, Summertime for Advancement in Research (Star) Award	*2018*
Texas A&M Student Research Week, 1st Prize for Graduate Oral Presentation ($300)	
Texas A&M SAAER, 1st Prize for Economics and 2nd Prize for Lightening Round ($1,650)	
London School of Economics, Erasmus Plus scholarship and Tuition Waiver,	*2015*
Texas A&M International University, 1st Prize LBV Conference	*2013*
Texas A&M University Kingsville, 2nd Prize Javelina Research Symposium	

Texas A&M Int. University, DAAD Promos and ISEP scholarship, Tuition Waiver
University of Trier (Dr. Rieger), Financial Economics Experiment (€1,000)
Bloomsburg University, PA, DAAD Promos Scholarship, Tuition Waiver
Recommendation for scholarship at the "Studienstiftung des Deutschen Volkes" *2010*
Aristotle University, Thessaloniki, Greece, Erasmus Scholarship *2008*
National and Kapodistrian University, Athens, Greece, Language Scholarship *2007*

SELECTED MEETINGS & CONFERENCES

2025

The Transformative Power of AI Conference, ECB, Frankfurt
Artificial Intelligence in Management (AIM), University of Southern California, Los Angeles
ASSA AEA Annual Meeting, San Francisco

2024

NBER Summer Institute, Digital Economy and Artificial Intelligence, Cambridge
ZEW Economics of Information and Communication Technologies, Mannheim
AI, Cognition, and the Economy Workshop, Microsoft, Cambridge
Jobs in the Age of Artificial Intelligence, Georgetown-World Bank, Washington D.C.
Labor in the Age of Generative AI, Chicago
2nd Annual Business & Generative AI Workshop, Wharton, San Francisco
AOM Annual Meeting, Chicago
CIST/Informs Conference, Seattle

2023

NBER Summer Institute, Economics of Health, Cambridge
Values and Valuation Conference at Harvard Business School, Boston
AOM Annual Meeting, Boston

2022

ESA World Meeting, Boston
Advances with Field Experiments, Chicago
WEAI Annual Conference, Portland, Oregon
NEUDC Conference, New Haven

2021

ASSA AEA Annual Meeting, Online
Royal Economic Society, Virtual Conference,
IZA Workshop on Environment, Health, and Labor Markets, Online
ESA North American Meeting, Tucson,
SEA Annual Meeting, Houston

2020

ASSA AEA Annual Meeting, San Diego
University of Oxford, Online Presentation,
Virtual Society of Labor Economists

2019

ASSA AEA Annual Meeting, Atlanta
Winter Institute NYU, Florence
SEA Annual Meeting, Fort Lauderdale
APPAM, Annual Conference, Denver

2018

ASSA AEA Annual Meeting, Philadelphia
Advances with Field Experiments, Boston
ESA World Meeting, Berlin

ESA North-American Meeting, Antigua
GSE Summer Forum, Barcelona
TExAS Conference, San Antonio

INVITED SEMINARS

2025 University of California, Irvine; Northeastern University ***2024*** University of Passau; ESTM Berlin ***2023*** University of Massachussets, Amherst; LMU Munich ***2022*** Ghent University ***2018*** University of Melbourne; University of California, Irvine

TEACHING EXPERIENCE

Harvard University, Disruptive Innovation: Robots, Data, and AI	*2023*
Tufts University, Behavioral Economics	*2023-2024*
Texas A&M University, Econometrics (3), Experimental Economics (2), Economic Development, Teaching Assistant (TA), Tutoring Lab, CIRTL Teaching Certificate	*2015-2020*
Texas A&M University, Empirical Development Economics, Program Evaluation (2), Guest Lecturer	*2017-2019*
Texas A&M University, Games and Economic Behavior, Instructor	*2017-2017*
University of Vechta, International Human Service Management, Instructor	*2015-2015*
University of Vechta, Game Theory, Behavioral Health Economics, Guest Lecturer	*2018-2021*
University of Trier, Business I, Business II, Human Resource Management, TA	*2010-2014*

LANGUAGE AND TECHNICAL SKILLS

English (Fluent), German (Native), Spanish (Intermediate), and Greek (Elementary)
Stata, R, Python, JavaScript, Matlab/GNU Octave, Julia, SPSS, ArcGIS, PHP, Latex, Markdown, Gimp, Photoshop, Github, AWS, Synfig

SERVICE

Session Chair at AOM 2024, Co-Chair at Open User Innovation Conference 2024, HBS, Discussant at ZEW Conference on the 2024 Economics of Information and Communication Technologies, Session Chair, "Experiments on Psychology and Economics", WEAI 2022; Session Organizer and Chair, "Peers, Health, and Labor" SEA 2021; Session Chair, "Economics of Drugs", SEA 2020; Discussant at SEA 2019, WEAI 2019, SEA 2020, SEEDEC 2021, Ethics Reviewer for Experiments at Oxford University 2021-2022, Reference letter writer for research assistants, students, and co-authors 2021-2024

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM), Royal Economic Society (RES), American Economic Association (AEA), Economic Science Association (ESA), Southern Economic Association (SEA),Western Economic Association International (WEAI), Society for Experimental Finance (SEF), Association for Public Policy Analysis and Management (APPAM), European Society for Population Economics (ESPE)

REFERENCES

Dr. Frank Nagle
Harvard Business School
Harvard University
(617) 496-3911
frank@hbs.edu

Dr. Maria Roche
Harvard Business School
Harvard University
(404) 528-8438
mroche@hbs.edu

Dr. Catherine Eckel
Department of Economics
Texas A&M University
(979) 845-8506
ceckel@tamu.edu

COURSES

HARVARD | BUSINESS | SCHOOL

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Innovation Research Boot Camp 2025
National Bureau of Economic Research

February 6, 2025

Dear Selection Committee,
Dear Drs. Kevin Bryan, Ina Ganguli, and Kyle Myers,

Please find my transcripts, including my transcript from my PhD courses (P. 45) attached. In addition to the courses on the transcript, I also attended the following courses:

Texas A&M University
- Fall 2016: Industrial Organization I (Steve Puller)
- Spring 2017: Public Economics II (Andrew Barr)
- Spring 2017: Industrial Organization II (Fernando Luco)
- Fall 2019: Epidemiological Modeling of Infectious Diseases (Martial Ndeffo)

Harvard University
- Fall 2021: Advanced Behavioral Game Theory (Johannes Hoerner)
- Fall 2021: Experimental Economics (Benjamin Enke)

Sincerely,

Manuel Hoffmann

Universität Trier

Bescheinigung über Prüfungsleistungen

Name des Studierenden:	Manuel Hoffmann
(angestrebter) Abschluss:	Bachelor (Kernfach)
Matrikelnummer:	951146
Heimathochschule:	Universität Trier Hochschulprüfungsamt Universitätsring 54286 Trier
	Ansprechpartner finden Sie auf der Internetseite http://www.uni-trier.de/index.php?id=6071

Herr Manuel Hoffmann, geboren am 24.08.1985 in Berlin, hat folgende Prüfungsergebnisse erzielt:

Studiengang: Betriebswirtschaftslehre

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
SOZIOÖKONOMISCHE ANALYSE AKTUELLER THEMEN			**1,3**		**4,0**	
Sozioökonomische Analyse aktueller Themen	WiSe08/09	31.03.2009	1,3	bestanden	4,0	
GRUNDZÜGE DER BETRIEBSWIRTSCHAFTSLEHRE			**1,6**		**12,0**	
Führungsprozesse	WiSe08/09	10.03.2009	1,3	bestanden	4,0	
Leistungsprozesse	SoSe09	13.08.2009	2,3	bestanden	4,0	
Rechnungswesen	SoSe09	11.08.2009	1,3	bestanden	4,0	
GRUNDZÜGE DER VOLKSWIRTSCHAFTSLEHRE			**1,8**		**8,0**	
Mikroökonomik	WiSe08/09	23.02.2009	1,0	bestanden	4,0	
Makroökonomik	SoSe09	13.08.2009	2,7	bestanden	4,0	
GRUNDZÜGE DER SOZIOLOGIE			**2,0**		**8,0**	
Grundzüge der Soziologie I	WiSe08/09	02.03.2009	2,0	bestanden	4,0	

Trier, den 27. November 2010, Manuel Hoffmann

Diese Bescheinigung wurde per Computer erstellt und ist ohne Unterschrift gültig. Zusätze und Änderungen bedürfen der ausdrücklichen Bestätigung durch das Hochschulprüfungsamt.

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
Grundzüge der Soziologie II	SoSe09	17.08.2009	2,0	bestanden	4,0	
GRUNDZÜGE DER EMPIRISCHEN SOZIALFORSCHUNG			**1,3**		**10,0**	
Grundzüge der empirischen Sozialforschung I	WiSe08/09	09.03.2009	1,3	bestanden	4,0	
Grundzüge der empirischen Sozialforschung II	SoSe09	18.08.2009	1,3	bestanden	6,0	
GRUNDZÜGE DER MATHEMATIK			**2,3**		**8,0**	
Mathematik I: Elemente der Analysis I	WiSe08/09	20.02.2009	3,0	bestanden	4,0	
Mathematik II: Elemente der Analysis II	SoSe09	06.08.2009	1,7	bestanden	4,0	
GRUNDZÜGE DER STATISTIK			**1,4**		**10,0**	
Statistik I: Deskriptive Statistik	WiSe08/09	16.02.2009	1,7	bestanden	4,0	
Statistik II: Induktive Statistik	SoSe09	30.07.2009	1,3	bestanden	6,0	
VERTIEFUNG BWL I: MARKTORIENTIERTES MANAGEMENT			**1,4**		**12,0**	
Information und Entscheidung	WiSe09/10	25.02.2010	1,0	bestanden	4,0	
Marketing Management	WiSe09/10	04.03.2010	1,3	bestanden	4,0	
Investition und Finanzierung	WiSe09/10	09.03.2010	2,0	bestanden	4,0	
GRUNDZÜGE DER RECHTSWISSENSCHAFT			**2,0**		**8,0**	
Privates Recht	SoSe10	28.07.2010	2,3	bestanden	4,0	
Öffentliches Recht	WiSe09/10	26.02.2010	1,7	bestanden	4,0	
VERTIEFUNG BWL II: RESSOURCENORIENTIERTES MANAGEMENT			**1,2**		**12,0**	
Entrepreneurial Management	SoSe10	30.07.2010	1,7	bestanden	4,0	
Human Resource Management	SoSe10	21.07.2010	1,0	bestanden	4,0	
Controlling	SoSe10	26.07.2010	1,0	bestanden	4,0	

Trier, den 27. November 2010, Manuel Hoffmann

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Bescheinigung über Prüfungsleistungen

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
STRATEGIC MANAGEMENT UND ENTREPRENEURSHIP			**1,7**		**14,0**	
SME-Spezialisierung I: Strategisches Management und Entrepreneurial Leadership	WiSe09/10	18.03.2010	1,3	bestanden	4,0	
SME-Spezialisierung II: Strategie und Entrepreneurship	WiSe09/10	18.03.2010	2,3	bestanden	4,0	
SME-Spezialisierung III: Fallstudien zu Strategisches Management und Entrepreneurship	SoSe10	19.07.2010	1,7	bestanden	6,0	
FINANZEN UND UNTERNEHMENSRECHNUNG			**1,6**		**14,0**	
FGW-FUR-Spezialisierung II: Unternehmensfinanzierung & Kapitalmärkte	WiSe09/10	17.03.2010	1,0	bestanden	4,0	
FGW-FUR-Spezialisierung I: Jahresabschluss und Besteuerung	WiSe09/10	02.03.2010	1,7	bestanden	4,0	
FGW-FUR III: Übung zur Spezialisierung FUR (Unternehmensfinanzierung und Kapitalmärkte/Jahresabschluss und Besteuerung)	SoSe10	23.07.2010	2,0	bestanden	6,0	
FACHSPEZIFISCHE FREMDSPRACHENAUSBILDUNG ENGLISCH			**1,0**		**12,0**	
FFA Englisch	SoSe10	08.08.2010	1,0	bestanden	12,0	

Falls erforderlich, Liste auf getrenntem Blatt fortsetzen

Trier, den 27. November 2010, Manuel Hoffmann

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Erläuterungen

(1) **Beschreibung des Notensystems, das an der Hochschule angewendet wird**

1,0/ 1,3/ 1,5	sehr gut
1,7/ 2,0/ 2,3/ 2,5	gut
2,7/ 3,0/ 3,3/ 3,5	befriedigend
3,7/ 4,0	ausreichend
5	ungenügend

Bescheinigung von: Manuel Hoffmann

Diese Bescheinigung wurde per Computer erstellt und ist ohne Unterschrift gültig. Zusätze und Änderungen bedürfen der ausdrücklichen Bestätigung durch das Hochschulprüfungsamt.

EXPLANATORY LEGEND AND AUTHENTICITY STATEMENT APPEAR ON REVERSE SIDE
In accordance with the Family Educational Rights and Privacy Act of 1974, as Amended, this document may not be released to a third party without the express written consent of the student.

Official Undergraduate Academic Record

Printed: 06/27/2011

Name: Manuel Hoffmann
Student ID: 250105
Birthdate: 08/24

Beginning of Undergraduate Record

2010 Fall

Program: UGRD Non Degree
Plan: Non-Degree Foreign Exchange Student Preparation

Regular Academic Session

Course		Description	Attempted	Earned	Grade
ECONOMIC	327	MONEY & BANKING	3.00	3.00	A
FINANCE	323	FIN MARKETS & INSTIT	3.00	3.00	A
FINANCE	333	COMM BANK MANAGEME	3.00	3.00	A-
FINANCE	343	INVESTMENT MANAGME	3.00	3.00	A
SOC	457	SOC COMMUNITY LIFE	3.00	3.00	A

2011 Spring

Program: UGRD Non Degree
Plan: Non-Degree Foreign Exchange Student Preparation

Regular Academic Session

Course		Description	Attempted	Earned	Grade
ECONOMIC	316	URBAN ECONOMICS	3.00	3.00	A
ECONOMIC	333	INTERNATL ECONOMICS	3.00	3.00	A
ECONOMIC	334	ECONOMIC DEVELOPME	3.00	3.00	A-
FINANCE	440	INTRO OPTIONS & FUT	3.00	3.00	A

DEAN'S LIST

Undergraduate Career Totals

			Attempted	Earned	For GPA	Points
Cum GPA	3.93	Cum Total	27.00	27.00	27.00	106.02
Trans GPA		Transfer Total	0.00	0.00	0.00	0.00
Comb GPA	3.93	Comb Total	27.00	27.00	27.00	106.02

End of Official Undergraduate Academic Record

Send To:
Manuel Hoffmann
Summter Str. A24
A2623
99999 Berlin

Joseph C. Kissell
University Registrar

TRANSCRIPT IS VALID ONLY WHEN THE WHITE SIGNATURE OF THE REGISTRAR APPEARS UNDISTORTED
THE WORDS "BLOOMSBURG UNIVERSITY" AND "COPY" APPEAR ON ALTERNATE ROWS WHEN PHOTOCOPIED
TRANSLUCENT GLOBES MUST BE VISIBLE FROM BOTH SIDES OF TRANSCRIPT WHEN HELD TOWARD LIGHT SOURCE

Universität Trier

Bescheinigung über Prüfungsleistungen

Name des Studierenden:	Manuel Hoffmann
(angestrebter) Abschluss:	Master (Kernfach)
Matrikelnummer:	951146
Heimathochschule:	Universität Trier Hochschulprüfungsamt 54286 Trier

Ansprechpartner finden Sie auf der Internetseite http://hpa.uni-trier.de

Herr Manuel Hoffmann, geboren am 24.08.1985 in Berlin, hat folgende Prüfungsergebnisse erzielt:

Studiengang: Betriebswirtschaftslehre (Dienstleistungsmanagement)

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
DIENSTLEISTUNGSÖKONOMIK (GRUNDLAGENMODUL)			**1,7**		**10,0**	
Dienstleistungsökonomik (Grundlagenmodul)	WiSe 11/12	05.03.2012	1,7	bestanden	10,0	
FINANCIAL MARKETS (SPEZIALISIERUNG A)			**1,3**		**10,0**	
Financial Markets: Derivate	SoSe 12	31.08.2012	1,3	bestanden	10,0	
WAHLFACH 1			**1,0**		**10,0**	
Methoden der Ökonometrie	SoSe 12	09.07.2012	1,0	bestanden	10,0	
FORSCHUNGSPROJEKT			**1,0**		**20,0**	
Forschungsprojekt	WiSe 12/13	31.03.2013	1,0	bestanden	20,0	
INVESTMENTS (SPEZIALISIERUNG B)			**1,0**		**10,0**	
Investments (Spezialisierung B)	WiSe 12/13	31.03.2013	1,0	bestanden	10,0	

Falls erforderlich, Liste auf getrenntem Blatt fortsetzen

Trier, den 10. September 2014, Manuel Hoffmann

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Bescheinigung über Prüfungsleistungen

Studiengang: Betriebswirtschaftslehre (Dienstleistungsmanagement)

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
FINANCIAL ACCOUNTING (SPEZIALISIERUNG A)			**1,0**		**10,0**	
Rechnungslegung der Unternehmung	WiSe 12/13	31.03.2013	1,0	bestanden	10,0	
AUDITING (SPEZIALISIERUNG B)			**1,0**		**10,0**	
Prüfung und Bewertung der Unternehmung (Spezialisierung B)	WiSe 12/13	31.03.2013	1,0	bestanden	10,0	
MASTERARBEIT			**1,7**		**30,0**	
Masterarbeit	WiSe 13/14	15.05.2014	1,7	bestanden	30,0	
WAHLFACH 2			**1,3**		**10,0**	
Advanced Microeconomics and Advanced Macroeconomics	SoSe 14	19.05.2014	1,3	bestanden	10,0	

Falls erforderlich, Liste auf getrenntem Blatt fortsetzen

Trier, den 10. September 2014, Manuel Hoffmann

Diese Bescheinigung wurde per Computer erstellt und ist ohne Unterschrift gültig. Zusätze und Änderungen bedürfen der ausdrücklichen Bestätigung durch das Hochschulprüfungsamt.

Erläuterungen

(1) **Beschreibung des Notensystems, das an der Hochschule angewendet wird**

1,0/ 1,3/ 1,5	sehr gut
1,7/ 2,0/ 2,3/ 2,5	gut
2,7/ 3,0/ 3,3/ 3,5	befriedigend
3,7/ 4,0	ausreichend
5	nicht ausreichend

Bescheinigung von: Manuel Hoffmann

Trier, den 10. September 2014

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Universität Trier

Bescheinigung über Prüfungsleistungen

Name des Studierenden:	Manuel Hoffmann
(angestrebter) Abschluss:	Master (Kernfach)
Matrikelnummer:	951146
Heimathochschule:	Universität Trier Hochschulprüfungsamt 54286 Trier

Ansprechpartner finden Sie auf der Internetseite http://hpa.uni-trier.de

Herr Manuel Hoffmann, geboren am 24.08.1985 in Berlin, hat folgende Prüfungsergebnisse erzielt:

Studiengang: Economic Analysis und Measurement

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
METHODEN DER ÖKONOMETRIE			**1,0**		**10,0**	
Methoden der Ökonometrie	WiSe 11/12	23.02.2012	1,0	bestanden	10,0	
WISSENSCHAFTLICHES ARBEITEN			**1,3**		**10,0**	
Wissenschaftliches Arbeiten	SoSe 12	22.08.2012	1,3	bestanden	10,0	
ANGEWANDTE MAKROÖKONOMIK			**1,7**		**10,0**	
European and World Trade	SoSe 12	14.05.2012	1,7	bestanden	10,0	
ANGEWANDTE MIKROÖKONOMIK			**1,0**		**10,0**	
Managerial Economics, Bank Risk Management	WiSe 12/13	31.03.2013	1,0	bestanden	10,0	
QUANTITATIVE METHODEN			**1,0**		**10,0**	
Financial Management, International Finance	WiSe 12/13	31.03.2013	1,0	bestanden	10,0	

Falls erforderlich, Liste auf getrenntem Blatt fortsetzen

Trier, den 10. September 2014, Manuel Hoffmann

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Bescheinigung über Prüfungsleistungen

Studiengang: Economic Analysis und Measurement

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
SURVEY STATISTICS: STATISTIK			**1,0**		**10,0**	
Advanced Financial Econometrics, Financial Econometrics	WiSe 12/13	31.03.2013	1,0	bestanden	10,0	
FORSCHUNGSPROJEKT			**1,7**		**20,0**	
Forschungsprojekt	SoSe 13	30.09.2013	1,7	bestanden	20,0	
VWL-BASIS			**1,3**		**10,0**	
Advanced Microeconomics and Advanced Macroeconomics	WiSe 13/14	14.02.2014	1,3	bestanden	10,0	
MASTERARBEIT					**0,0**	

Falls erforderlich, Liste auf getrenntem Blatt fortsetzen

Trier, den 10. September 2014, Manuel Hoffmann

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2,7/ 3,0/ 3,3/ 3,5	befriedigend
3,7/ 4,0	ausreichend
5	nicht ausreichend

Bescheinigung von: Manuel Hoffmann

Trier, den 10. September 2014

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Universität Trier

Bescheinigung über Prüfungsleistungen

Name des Studierenden:	Manuel Hoffmann
(angestrebter) Abschluss:	Master (Kernfach)
Matrikelnummer:	951146
Heimathochschule:	Universität Trier Hochschulprüfungsamt 54286 Trier
	Ansprechpartner finden Sie auf der Internetseite http://hpa.uni-trier.de

Herr Manuel Hoffmann, geboren am 24.08.1985 in Berlin, hat folgende Prüfungsergebnisse erzielt:

Studiengang: Survey Statistics

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
SURVEY STATISTICS: ANWENDUNG			**1,3**		**10,0**	
Derivate	WiSe11/12	31.03.2012	1,3	bestanden	10,0	
SURVEY STATISTICS: SPEZIALISIERUNG			**1,5**		**10,0**	
Survey Statistics: Spezialisierung	SoSe12	30.09.2012	1,5	bestanden	10,0	
SURVEY STATISTICS: WISSENSCHAFTLICHES ARBEITEN			**1,3**		**10,0**	
Wissenschaftliches Arbeiten	SoSe12	30.09.2012	1,3	bestanden	10,0	
SURVEY STATISTICS: BASIS			**1,0**		**10,0**	
Stichprobenverfahren	WiSe12/13	11.02.2013	1,0	bestanden	10,0	
SURVEY STATISTICS: STATISTIK			**1,0**		**10,0**	
Zeitreihenanalyse	WiSe12/13	31.03.2013	1,0	bestanden	10,0	
SURVEY STATISTICS: VERTIEFUNG			**2,0**		**10,0**	
Survey Statisitics: Vertiefung	WiSe13/14	31.03.2014	2,0	bestanden	10,0	
SURVEY STATISTICS: FORSCHUNGSPROJEKT			**1,8**		**20,0**	

Trier, den 10. September 2014, Manuel Hoffmann

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Bescheinigung über Prüfungsleistungen

Bezeichnung der Leistung	Semester	Datum	Note (1)	Status	LP	Versuch
Survey Statistics: Forschungsprojekt	SoSe14	13.08.2014	1,8	bestanden	20,0	

Falls erforderlich, Liste auf getrenntem Blatt fortsetzen

Trier, den 10. September 2014, Manuel Hoffmann

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1,7/ 2,0/ 2,3/ 2,5	gut
2,7/ 3,0/ 3,3/ 3,5	befriedigend
3,7/ 4,0	ausreichend
5	nicht ausreichend

Bescheinigung von: Manuel Hoffmann

Trier, den 10. September 2014

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Patent #5,636,874

TEXAS A&M INTERNATIONAL UNIVERSITY
5201 University Boulevard
Laredo, TX 78041-1900

TouchSafe®

Student No: A00107473 Date of Birth: 24-AUG-1985 Date Issued: 17-JUN-2013
OFFL Official

Record of: Manuel Hoffmann
*** WARNING ***
--No Address--

Issued To: Texas A&M International Univ.
Attn: Triana Gonzalez
Office of Student Affairs
Laredo, TX 780411900
United States of America

Course Level: Undergraduate

********** TRANSCRIPT TOTALS **********

INSTITUTION	Ehrs:	15.000	QPts:		60.000
	GPA-Hrs:	15.000	GPA:		4.000
TRANSFER	Ehrs:	0.000	QPts:		0.000
	GPA-Hrs:	0.000	GPA:		0.000

********** END OF TRANSCRIPT **********

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
INSTITUTION CREDIT:						
Term: Fall 2012						
Sanchez School of Business						
Exchange Program						
ACC	4375	Forensic Accounting	3.000	A	12.000	
ECO	4310	Intermediate Macroeconomics	3.000	A	12.000	
Term: Ehrs: 6.000 QPts: 24.000						
GPA-Hrs: 6.000 GPA: 4.000						
Good Standing						
Term: Spring 2013						
Sanchez School of Business						
Exchange Program						
BA	4399	Global Business	3.000	A	12.000	
ECO	3310	Money and Banking	3.000	A	12.000	
ECO	4370	Regional Economic Integration	3.000	A	12.000	
Term: Ehrs: 9.000 QPts: 36.000						
GPA-Hrs: 9.000 GPA: 4.000						
Good Standing						

********** CONTINUED ON NEXT COLUMN **********

RAISED SEAL IS NOT REQUIRED

Minita Ramirez
Vice President for Student Success

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NOTE SIGNATURE MUST BE PRESENT FOR TRANSCRIPT TO BE VALID

Patent #5,636,874

TEXAS A&M INTERNATIONAL UNIVERSITY
5201 University Boulevard
Laredo, TX 78041-1900

VALID
TouchSafe®

Student No: A00107473 Date of Birth: 24-AUG-1985 Date Issued: 17-JUN-2013

OFFL Official

Record of: Manuel Hoffmann Page: 1
*** WARNING ***
--No Address--

Issued To: Texas A&M International Univ.
Attn: Triana Gonzalez
Office of Student Affairs
Laredo, TX 780411900
United States of America

Course Level: Graduate
Only Admit: Fall 2012

Current Program
Non Degree Program Grad Level
College : Sanchez School of Business
Major : Exchange Program

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
INSTITUTION CREDIT:						
Term:		Fall 2012				
Sanchez School of Business						
Exchange Program						
ACC	5350	Accounting Theory	3.000	A	12.000	
ECO	5310	Managerial Economics	3.000	A	12.000	
Term: Ehrs:		6.000 QPts:	24.000			
GPA-Hrs:		6.000 GPA:	4.000			
Good Standing						
Term:		Spring 2013				
Sanchez School of Business						
Exchange Program						
ACC	5370	Seminar in Auditing	3.000	A	12.000	
BA	5399	Bank Risk Mgt (SPAN)	3.000	A	12.000	
FIN	5310	Financial Management-SPAN	3.000	A	12.000	
FIN	5380	International Finance	3.000	A	12.000	
Term: Ehrs:		12.000 QPts:	48.000			
GPA-Hrs:		12.000 GPA:	4.000			
Good Standing						

********** CONTINUED ON NEXT COLUMN **********

********** TRANSCRIPT TOTALS **********

INSTITUTION	Ehrs:	18.000	QPts:		72.000
	GPA-Hrs:	18.000	GPA:		4.000
TRANSFER	Ehrs:	0.000	QPts:		0.000
	GPA-Hrs:	0.000	GPA:		0.000

********** END OF TRANSCRIPT **********

RAISED SEAL IS NOT REQUIRED

Minita Ramirez
Vice President for Student Success

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TEXAS A&M INTERNATIONAL UNIVERSITY
Office of the Registrar
5201 University Boulevard
Laredo, TX 78041-1900
(956) 326-2250; fax (956) 326-2249; FICE No. 009651

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VERIFY FIRST TECHNOLOGIES SECURITY PATENTS 5,636,874



TRANSCRIPT GUIDE

NAME CHANGES OF THE UNIVERSITY

Created as Texas A&I University at Laredo in 1969 by mandate of the 61st Texas State Legislature. Name changed to Laredo State University on September 1, 1977 in recognition of the special character of the upper-level institution. Became a member of the Texas A&M University System on September 1, 1989. Name changed to Texas A&M International University on September 1, 1993.

ACCREDITATION AND AFFILIATION

Texas A&M International University (TAMIU) is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097; Telephone number (404) 679-4501) to award bachelor's and master's degrees. The Texas A&M International University Canseco School of Nursing is accredited by the Texas Board of Nurse Examiners and the National League for Nursing Accrediting Commission. TAMIU is also accredited by the Texas Education Agency. The undergraduate and graduate business programs of the A.R. Sanchez, Jr. School of Business are accredited by AACSB-International - The Association to Advance Collegiate Schools of Business.

CALENDAR AND CREDITS

Texas A&M International University operates on two sixteen week semesters and two summer sessions. A unit of credit is equivalent to one semester hour. A semester hour represents one sixty-minute recitation period per week for sixteen weeks.

NUMBERING SYSTEM

Beginning with the Fall Semester, 1995, Texas A&M International University has converted its course numbering format to the Texas Common Course Numbering System. This change primarily affects the course number, which changed from three digits to four digits. The first digit of the course number indicates the level of the course:
0 = non-college level; 1 & 2 = freshman and sophomore; 3 & 4 = junior & senior (upper division); and 5 & 6 = graduate level. The second digit indicates the number of credit hours. The third and fourth digits are designated by the department.
Note: check catalog for undergraduate courses that may be taken for graduate credit.

GRADING SYSTEMS AND SYMBOLS

A - Excellent	I - Incomplete	S - Satisfactory	NR - Not Reported
B - Good	IP - In Progress (no credit)	W - Dropped/Withdrawn	# - Not for Graduate Cr.
C - Fair	CR - Credit	Q - Dropped Passing	/ - Repeated Course (to 5/95)
D - Pass	N - Non-Credit	Q**- Audit (to 5/95)	* - Off Campus (to 5 95)
F - Failure	NC-Non-Credit	AU - Audit (6/95 on)	* - Not applicable to current program (6/95 on)

TRANSCRIPT FORMAT

Texas A&M International University implemented a new academic record system in 1995 which produces computer generated transcripts. Students first enrolling Fall 1995 or later will have a computer generated transcript. Students enrolled before that date will have transcripts copied from a permanent record card, or, in some cases, data will be split between both systems.

Copies issued to students will have "TRANSCRIPT ISSUED TO STUDENT" stamped in RED on the transcript.
Please Note: the cumulative GPA reflected on the computer generated transcript only reflects the work printed as institutional work.

Transfer work is not included in the cumulative GPA listed on the computer generated transcript.

CORE CURRICULUM COMPONENTS

Computer generated transcripts will have core curriculum courses identified by the following code, as mandated by the Texas State Legislature:

010	COMMUNICATION	060	HISTORY
020	MATHEMATICS	070	POLITICAL SCIENCE
030	NATURAL SCIENCES	080	SOCIAL AND BEHAVIORAL SCIENCE
040	HUMANITIES	090	INSTITUTIONS DESIGNATED OPTION
050	VISUAL AND PERFORMING ARTS		

THIRD PARTY ACCESS TO THIS RECORD WITHOUT WRITTEN CONSENT OF THE STUDENT IS NOT PERMISSIBLE AS REQUIRED BY THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974.

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Universität Trier

Fachbereich IV

Wirtschafts- und Sozialwissenschaften/Mathematik, Informatik und Wirtschaftsinformatik

Master Européen en Sciences du Travail

European Master in Labour Studies

2014/2015

Z E U G N I S

Herr Manuel Hoffmann, geb. am 24.08.1985 in Berlin, hat im Rahmen des einjährigen Aufbaustudiengangs **"Master Européen en Sciences du Travail" (MEST)**, einem Postgraduiertenprogramm der Universität Trier mit Unterstützung aus dem SOCRATES/ERASMUS-Programm der Europäischen Union, ein Semester an der *Universität Trier* und ein Semester an der *London School of Economics and Political Science (LSE)* studiert.

Das MEST-Programm hat eine stark interdisziplinäre und europäische Ausrichtung. Inhaltliche Schwerpunkte sind hierbei der Vergleich der unterschiedlichen Systeme von Arbeitsverhältnissen (Arbeitsrecht und kollektive Arbeitsbeziehungen), ein Vergleich der Beschäftigungspolitik und Ausbildungssysteme und der Vergleich der sozialen Sicherung in den europäischen Ländern und der Arbeits- und Sozialpolitik innerhalb der Europäischen Union. Des Weiteren werden Themen der Personalpolitik behandelt.

Teil I: Universität Trier

Veranstaltungstitel	ECTS	Note
Dienstleistungsökonomik	10	1,7

Teil II: London School of Economics and Political Science

Veranstaltungstitel	ECTS	Note
Globalisation and Human Resource Management	7,5	1,0
International and Comparative Human Resource Management	7,5	1,0
Leadership in Organisations: Theory and Practice	7,5	1,3

Teil III: Masterarbeit

Titel der Masterarbeit	ECTS	Note
Sorting Into Creative Occupations by Personality Traits	30	1,7

Insgesamt hat Herr Hoffmann den Master Européen en Sciences du Travail mit der Note "sehr gut“ (1,3) bestanden.

Universität Trier
Fachbereich IV
Betriebswirtschaftslehre
Soziologie
Volkswirtschaftslehre
Angewandte Mathematik
Ethnologie
Informatik
Trier

Trier, den 27.07.2015

K. Muehlfeld

Prof. Dr. Katrin Muehlfeld

Fachbereich IV - Betriebswirtschaftslehre

MASTER EUROPEEN
en Sciences du Travail

Réseau Interuniversitaire Européen en Sciences du Travail

Université des Sciences Sociales de Toulouse (FR)
University of Warwick (UK)
Université catholique de Louvain (BE)
Universität Trier (DE)
Università degli Studi di Firenze (IT)
Università degli Studi di Milano (IT)
Instituto Superior de Ciencas do Trabalho e da Empresa-Lisbon University Institute (PT))
The London School of Economics and Political Science (UK)
University College Dublin (IE)
Universitat Autonoma de Barcelona (ES)
Universität Bremen (DE)
Universiteit van Amsterdam (NL)
University of Ljubljana (SL)

Vu la convention portant création d'un réseau interuniversitaire européen en sciences du travail;

Attendu que M. **Manuel Hoffmann**

né(e) à **Berlin, Germany, 24.08.1985**

a suivi à **Universität Trier**

et à **London School of Economics**

le programme commun arrêté par cette convention et qu'il (elle) a réussi les épreuves y afférant;

Décernons à M **Manuel Hoffmann**

conformément aux dispositions de la convention interuniversitaire européenne le titre de

Master européen en Sciences du travail

Fait à Louvain-la-Neuve

Le **27.07.2015**

Pour l'Université d'origine,

Prof. Dr. Martin Endreß
Dekan des Fachbereichs IV

Pour le comité permanent du réseau

Le Président
de l'Institut des Sciences du Travail
de l'Université catholique de Louvain

Laurent Taskin

THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

Houghton Street
London WC2A 2AE
United Kingdom

Student Services Centre

Mr Manuel Hoffman
Ruppiner Straße 11
Hoppegarten
15366
Germany

8 January 2015

Dear Sir/Madam

Manuel Hoffmann (LSE ID: 201432816)

Participant in LSE Erasmus Masters Exchange:

This letter is to state that Manuel Hoffmann has been accepted onto the LSE Erasmus + Exchange as a student in the Department of Management for the Lent term (12 January 2015 – 30 April 2015) at the London School of Economics and Political Science in London, UK.

Information about Erasmus at LSE can be found at
http://www2.lse.ac.uk/study/erasmus/Home.aspx

As Erasmus exchanges are based on a fee waiver bilateral agreements, no tuition fee is owed by the student.

The London School of Economics and Political Science holds a Highly Trusted Sponsor status with UK Visas and Immigration .

Should you need any further information, please don't hesitate in contacting us at:

Student Services Centre
Houghton Street
London
WC2A 2AE
Email: Erasmus@lse.ac.uk

Yours sincerely

Bethan Ovens

Bethan Ovens
Erasmus Coordinator

The London School of Economics is a School of the University of London. It is a charity and is incorporated in England as a company limited by guarantee under the Companies Acts (Reg. No 70527)

Universität Trier

Urkunde

Herr Manuel Hoffmann
geboren am 24.08.1985 in Berlin
hat am 19.05.2014 die Masterprüfung im Studiengang

Betriebswirtschaftslehre - Dienstleistungsmanagement

abgelegt.

Mit dieser Urkunde wird vom
Fachbereich IV (Wirtschafts- und Sozialwissenschaften,
Mathematik, Informatik und Wirtschaftsinformatik)
der akademische Grad

Master of Science (M.Sc.)

verliehen.

Trier, 19.05.2014

Der Dekan des Fachbereiches IV
Prof. Dr. Martin Endreß

Der Vorsitzende des Prüfungsausschusses
Prof. Dr. Rolf Weiber

Universität Trier

ZEUGNIS

über die Masterprüfung im Studiengang

Betriebswirtschaftslehre - Dienstleistungsmanagement

Herr **Manuel Hoffmann**, geboren am 24.08.1985 in Berlin,

hat am 19.05.2014 die Masterprüfung

mit der Gesamtnote

- SEHR GUT (1,2) -

bestanden.

Im Einzelnen wurden folgende Ergebnisse erzielt:

PFLICHTMODULE:

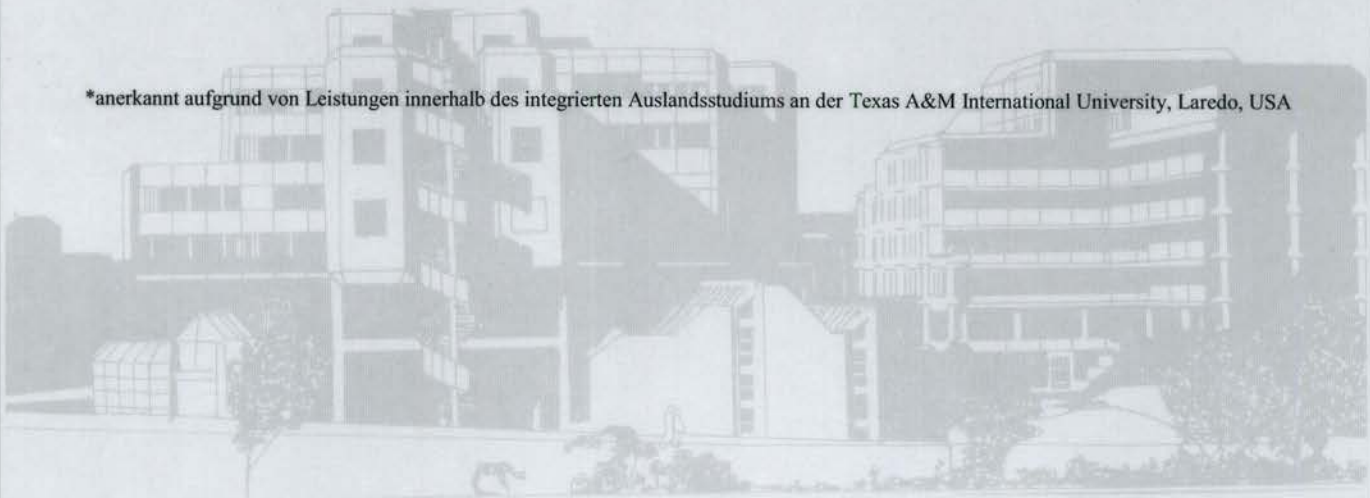
	Note	Leistungspunkte
DIENSTLEISTUNGSÖKONOMIK	- GUT -	10
FORSCHUNGSPROJEKT Decision Theory an Applications to Finance: Money and happiness: an experimental study on individually different attitudes towards money, saving and spending	- SEHR GUT -	20
FINANCIAL MARKETS (SPEZIALISIERUNG A)	- SEHR GUT -	10
INVESTMENTS (SPEZIALISIERUNG B)*	- SEHR GUT -	10
FINANCIAL ACCOUNTING (SPEZIALISIERUNG A)*	- SEHR GUT -	10
AUDITING (SPEZIALISIERUNG B)*	- SEHR GUT -	10
MASTERARBEIT	- GUT -	30

Universität Trier

Manuel Hoffmann, geboren am 24.08.1985 in Berlin

WAHLPFLICHTMODULE:

METHODEN DER ÖKONOMETRIE	- SEHR GUT -	10
ADVANCED MICROECONOMICS AND ADVANCED MACROECONOMICS	- SEHR GUT -	10
LEISTUNGSPUNKTE		**120**



*anerkannt aufgrund von Leistungen innerhalb des integrierten Auslandsstudiums an der Texas A&M International University, Laredo, USA

Trier, 19.05.2014

Der Vorsitzende des Prüfungsausschusses

Prof. Dr. Rolf Weiber

Das Thema der Masterarbeit ist in der Anlage aufgeführt.

Universität Trier

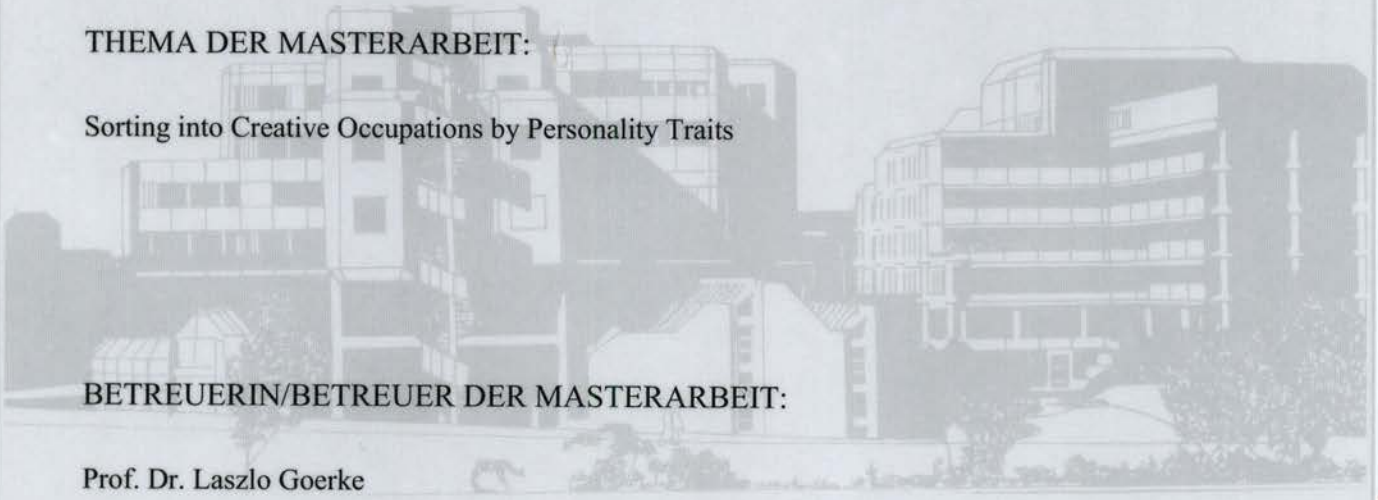
Anlage

zum Prüfungszeugnis der Masterprüfung in

Betriebswirtschaftslehre - Dienstleistungsmanagement

von

Herrn **Manuel Hoffmann**, geboren am 24.08.1985 in Berlin



THEMA DER MASTERARBEIT:

Sorting into Creative Occupations by Personality Traits

BETREUERIN/BETREUER DER MASTERARBEIT:

Prof. Dr. Laszlo Goerke

Universität Trier

Diploma Supplement

This Diploma Supplement model was developed by the European Commission, Council of Europe and UNESCO/CEPES. The purpose of the supplement is to provide sufficient independent data to improve the international 'transparency' and fair academic and professional recognition of qualifications (diplomas, degrees, certificates etc.). It is designed to provide a description of the nature, level, context, content and status of the studies that were pursued and successfully completed by the individual named on the original qualification to which this supplement is appended. It should be free from any value judgements, equivalence statements or suggestions about recognition. Information in all eight sections should be provided. Where information is not provided, an explantation should give the reason why.

1 HOLDER OF THE QUALIFICATION

1.1 Family Name / 1.2 First Name

Hoffmann, Manuel

1.3 Date, Place of Birth

1985/08/24, Berlin

1.4 Student ID Number or Code

951146

2 QUALIFICATION

2.1 Name of Qualification (full, abbreviated; in original language)

Master of Science – M.Sc.

Title Conferred (full, abbreviated; in original language)

Master of Science – M.Sc.

2.2 Main Field(s) of Study

Business Administration

2.3 Institution Awarding the Qualification (in original language)

Universität Trier

Fachbereich IV - Betriebswirtschaftslehre

Status (Type / Control)

University / State Institution

2.4 Institution Administering Studies (in original language)

Universität Trier

Status (Type / Control)

University / State Institution

2.5 Language(s) of Instruction/Examination

German, English

3 LEVEL OF THE QUALIFICATION

3.1 Level

Graduate/second Degree

3.2 Official Length of Programme

Two years, 120 ECTS-Credits

3.3 Access Requirements

Bachelor's Degree (or equivalent) in a relevant or an appropriate field

4 CONTENTS AND RESULTS GAINED

4.1 Mode of Study

Full-time

4.2 Programme Requirements/Qualification Profile of the Graduate

Studies in Business Management at the Trier University compromise a double target. The studies' program allows for an academic graduation including professional qualification in Business Management and at the same time imparts adequate competences in the course of a dissertation project to contribute a considerable share in the research leading to further evolution of the subject "Business Management".

The Master focuses on the following fields of competences:

(1) Professional competence

Transfer of comprehensive technical knowledge is the main issue of the studies. This knowledge enables the graduate to transfer, evaluate and perform measures related to competition and the integration of the customer into the process of rendering goods and services, as typical for service providers, as well as the adherent and required process orientation are taken into consideration.

(2) Method competence

Priority is given to the acquisition of the ability to take target-oriented action in case of the implementation of analyses and reflection on economic theories as well as their link to practice related questions of operational issues. Furthermore, communication and presentation techniques, project and time management are part of the education.

(3) Soft Skills and Inter-Personal Competence

At the Trier University's Business Management course a special value is set on the personality development. For this purpose conflict management, self management and personality development are deliberately assimilated to the course. This target is also achieved by an adequate shaping of the courses including team work, case studies and practice-related projects.

4.3 Programme Details

The Final Examination Certificate offers a list of courses and the topic of the thesis, including evaluations.

4.4 Grading Scheme

General grading scheme cf. Sec. 8.6

4.5 Overall Classification (in original language): SEHR GUT

5 FUNCTION OF THE QUALIFICATION

5.1 Access to Further Study

Doctorate

5.2 Professional Status

The master-degree in business administration entitles its holder to carry out professional work in the field(s) of business for which the degree was awarded. It qualifies the holder for positions within private business, public administration, consulting and research.

6 ADDITIONAL INFORMATION

6.1 Additional Information

The M.Sc. in Business Administration is a research-oriented core subject program of study. The master program picks up the change from an industrial to a service and information economy and focused its education and research on the management of service companies or in short form "service management". This is targeted on the market oriented leadership of service functions or owned and operated business as well as on the supply of internal services such as Controlling, Financing or Human Resource Management. In addition students emphasize an interdisciplinary character while choosing the subjects media studies, political science, psychology, sociology, economics, business informatics and business mathematics, which become manifested in the different specializations of the M.Sc. Business Administration.

6.2 Further Information Sources

On the institution: http://www.uni-trier.de;
For national information sources cf. Sect 8.8

7 CERTIFICATION

This Diploma Supplement refers to the following original documents:
Urkunde über die Verleihung des Grades vom 2014/05/19
Zeugnis vom 2014/05/19

Certification Date: 2014/05/19

Prof. Dr. Rolf Weiber
Chairman Examination Committee

(Official Stamp/Seal)

8 NATIONAL HIGHER EDUCATION SYSTEM

The information on the national higher education system on the following pages provides a context for the qualification and the type of higher education that awarded it.

8. INFORMATION ON THE GERMAN HIGHER EDUCATION SYSTEM[1]

8.1 Types of Institutions and Institutional Status

Higher education (HE) studies in Germany are offered at three types of Higher Education Institutions (HEI).[2]

- *Universitäten* (Universities) including various specialized institutions, offer the whole range of academic disciplines. In the German tradition, universities focus in particular on basic research so that advanced stages of study have mainly theoretical orientation and research-oriented components.

- *Fachhochschulen* (Universities of Applied Sciences) concentrate their study programmes in engineering and other technical disciplines, business-related studies, social work, and design areas. The common mission of applied research and development implies a distinct application-oriented focus and professional character of studies, which include integrated and supervised work assignments in industry, enterprises or other relevant institutions.

- *Kunst- und Musikhochschulen* (Universities of Art/Music) offer studies for artistic careers in fine arts, performing arts and music; in such fields as directing, production, writing in theatre, film, and other media; and in a variety of design areas, architecture, media and communication.

Higher Education Institutions are either state or state-recognized institutions. In their operations, including the organization of studies and the designation and award of degrees, they are both subject to higher education legislation.

8.2 Types of Programmes and Degrees Awarded

Studies in all three types of institutions have traditionally been offered in integrated "long" (one-tier) programmes leading to *Diplom-* or *Magister Artium* degrees or completed by a *Staatsprüfung* (State Examination).

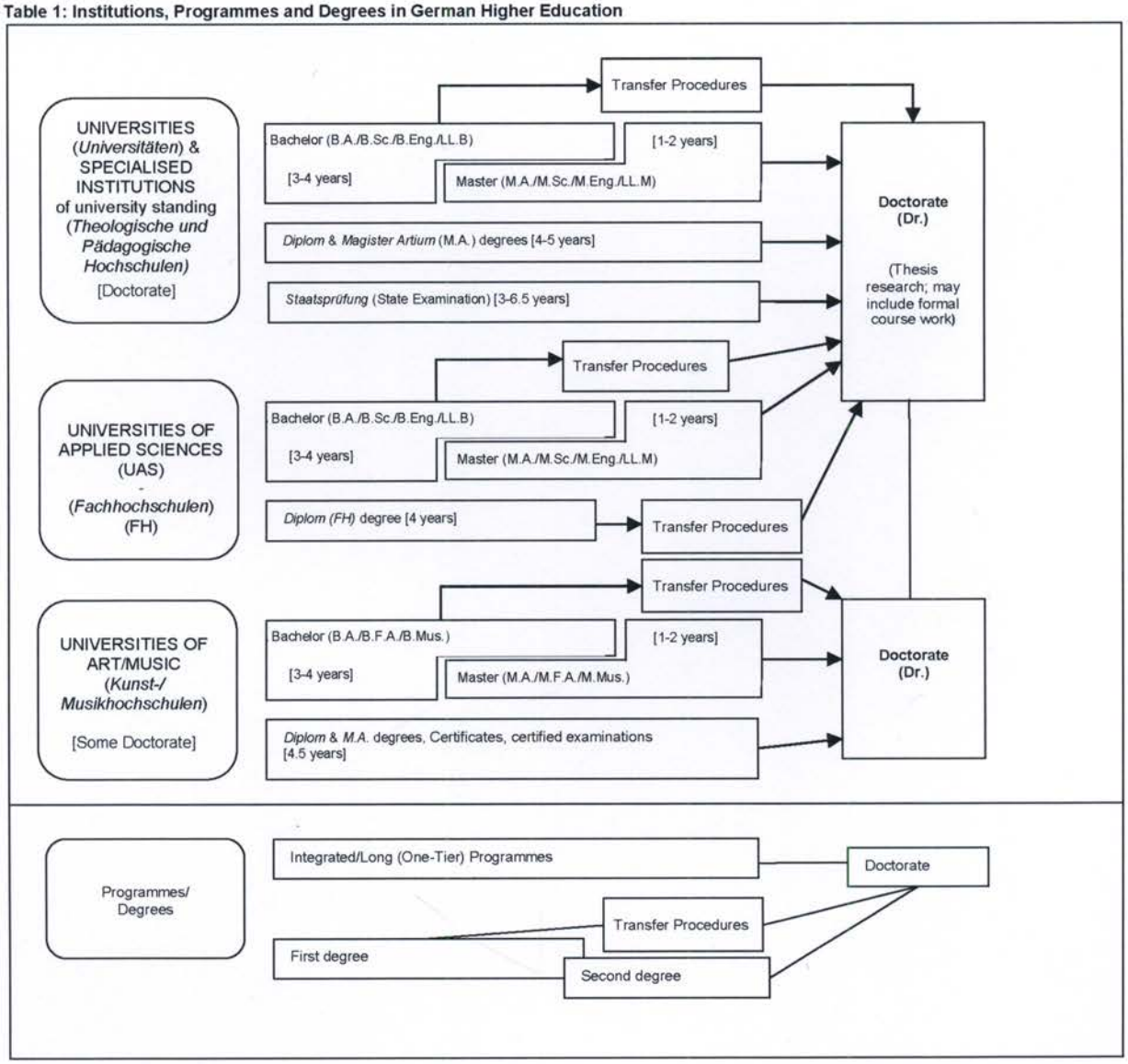
Within the framework of the Bologna-Process one-tier study programmes are successively being replaced by a two-tier study system. Since 1998, a scheme of first- and second-level degree programmes (Bachelor and Master) was introduced to be offered parallel to or instead of integrated "long" programmes. These programmes are designed to provide enlarged variety and flexibility to students in planning and pursuing educational objectives, they also enhance international compatibility of studies.

For details cf. Sec. 8.4.1, 8.4.2, and 8.4.3 respectively. Table 1 provides a synoptic summary.

8.3 Approval/Accreditation of Programmes and Degrees

To ensure quality and comparability of qualifications, the organization of studies and general degree requirements have to conform to principles and regulations established by the Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany (KMK).[3] In 1999, a system of accreditation for programmes of study has become operational under the control of an Accreditation Council at national level. All new programmes have to be accredited under this scheme; after a successful accreditation they receive the quality-label of the Accreditation Council.[4]

Table 1: Institutions, Programmes and Degrees in German Higher Education



8.4 Organization and Structure of Studies

The following programmes apply to all three types of institutions. Bachelor's and Master's study courses may be studied consecutively, at various higher education institutions, at different types of higher education institutions and with phases of professional work between the first and the second qualification. The organization of the study programmes makes use of modular components and of the European Credit Transfer and Accumulation System (ECTS) with 30 credits corresponding to one semester.

8.4.1 Bachelor

Bachelor degree study programmes lay the academic foundations, provide methodological skills and lead to qualifications related to the professional field. The Bachelor degree is awarded after 3 to 4 years.
The Bachelor degree programme includes a thesis requirement. Study courses leading to the Bachelor degree must be accredited according to the Law establishing a Foundation for the Accreditation of Study Programmes in Germany.[5]
First degree programmes (Bachelor) lead to Bachelor of Arts (B.A.), Bachelor of Science (B.Sc.), Bachelor of Engineering (B.Eng.), Bachelor of Laws (LL.B.), Bachelor of Fine Arts (B.F.A.) or Bachelor of Music (B.Mus.).

8.4.2 Master

Master is the second degree after another 1 to 2 years. Master study programmes must be differentiated by the profile types "more practice-oriented" and "more research-oriented". Higher Education Institutions define the profile of each Master study programme.
The Master degree study programme includes a thesis requirement. Study programmes leading to the Master degree must be accredited according to the Law establishing a Foundation for the Accreditation of Study Programmes in Germany.[6]
Second degree programmes (Master) lead to Master of Arts (M.A.), Master of Science (M.Sc.), Master of Engineering (M.Eng.), Master of Laws (L.L.M), Master of Fine Arts (M.F.A.) or Master of Music (M.Mus.).
Master study programmes, which are designed for continuing education or which do not build on the preceding Bachelor study programmes in terms of their content, may carry other designations (e.g. MBA).

8.4.3 Integrated "Long" Programmes (One-Tier): *Diplom* degrees, *Magister Artium, Staatsprüfung*

An integrated study programme is either mono-disciplinary (*Diplom* degrees, most programmes completed by a *Staatsprüfung*) or comprises a combination of either two major or one major and two minor fields (*Magister Artium*). The first stage (1.5 to 2 years) focuses on broad orientations and foundations of the field(s) of study. An Intermediate Examination (*Diplom-Vorprüfung* for *Diplom* degrees; *Zwischenprüfung* or credit requirements for the *Magister Artium*) is prerequisite to enter the second stage of advanced studies and specializations. Degree requirements include submission of a thesis (up to 6 months duration) and comprehensive final written and oral examinations. Similar regulations apply to studies leading to a *Staatsprüfung*. The level of qualification is equivalent to the Master level.

- Integrated studies at *Universitäten (U)* last 4 to 5 years (*Diplom* degree, *Magister Artium*) or 3 to 6.5 years (*Staatsprüfung*). The *Diplom* degree is awarded in engineering disciplines, the natural sciences as well as economics and business. In the humanities, the corresponding degree is usually the *Magister Artium* (M.A.). In the social sciences, the practice varies as a matter of institutional traditions. Studies preparing for the legal, medical, pharmaceutical and teaching professions are completed by a *Staatsprüfung*.
The three qualifications (*Diplom*, *Magister Artium* and *Staatsprüfung*) are academically equivalent. They qualify to apply for admission to doctoral studies. Further prerequisites for admission may be defined by the Higher Education Institution, cf. Sec. 8.5.

- Integrated studies at *Fachhochschulen (FH)*/Universities of Applied Sciences (UAS) last 4 years and lead to a *Diplom (FH)* degree. While the *FH*/UAS are non-doctorate granting institutions, qualified graduates may apply for admission to doctoral studies at doctorate-granting institutions, cf. Sec. 8.5.

- Studies at *Kunst- and Musikhochschulen* (Universities of Art/Music etc.) are more diverse in their organization, depending on the field and individual objectives. In addition to *Diplom/Magister* degrees, the integrated study programme awards include Certificates and certified examinations for specialized areas and professional purposes.

8.5 Doctorate

Universities as well as specialized institutions of university standing and some Universities of Art/Music are doctorate-granting institutions. Formal prerequisite for admission to doctoral work is a qualified Master (UAS and U), a *Magister* degree, a *Diplom*, a *Staatsprüfung*, or a foreign equivalent. Particularly qualified holders of a Bachelor or a *Diplom (FH)* degree may also be admitted to doctoral studies without acquisition of a further degree by means of a procedure to determine their aptitude. The universities respectively the doctorate-granting institutions regulate entry to a doctorate as well as the structure of the procedure to determine aptitude. Admission further requires the acceptance of the Dissertation research project by a professor as a supervisor.

8.6 Grading Scheme

The grading scheme in Germany usually comprises five levels (with numerical equivalents; intermediate grades may be given): "*Sehr Gut*" (1) = Very Good; "*Gut*" (2) = Good; "*Befriedigend*" (3) = Satisfactory; "*Ausreichend*" (4) = Sufficient; "*Nicht ausreichend*" (5) = Non-Sufficient/Fail. The minimum passing grade is "*Ausreichend*" (4). Verbal designations of grades may vary in some cases and for doctoral degrees.
In addition institutions may already use the ECTS grading scheme, which operates with the levels A (best 10 %), B (next 25 %), C (next 30 %), D (next 25 %), and E (next 10 %).

8.7 Access to Higher Education

The General Higher Education Entrance Qualification (*Allgemeine Hochschulreife*, *Abitur*) after 12 to 13 years of schooling allows for admission to all higher educational studies. Specialized variants (*Fachgebundende Hochschulreife*) allow for admission to particular disciplines. Access to *Fachhochschulen* (UAS) is also possible with a *Fachhochschulreife*, which can usually be acquired after 12 years of schooling. Admission to Universities of Art/Music may be based on other or require additional evidence demonstrating individual aptitude.
Higher Education Institutions may in certain cases apply additional admission procedures.

8.8 National Sources of Information

- *Kultusministerkonferenz (KMK)* [Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany]; Lennéstrasse 6, D-53113 Bonn; Fax: +49[0]228/501-229; Phone: +49[0]228/501-0
- Central Office for Foreign Education (ZaB) as German NARIC; www.kmk.org; E-Mail: zab@kmk.org
- "Documentation and Educational Information Service" as German EURYDICE-Unit, providing the national dossier on the education system (www.kmk.org/doku/bildungswesen.htm; E-Mail: eurydice@kmk.org)
- *Hochschulrektorenkonferenz (HRK)* [German Rectors' Conference]; Ahrstrasse 39, D-53175 Bonn; Fax: +49[0]228/887-110; Phone: +49[0]228/887-0; www.hrk.de; E-Mail: sekr@hrk.de
- "Higher Education Compass" of the German Rectors' Conference features comprehensive information on institutions, programmes of study, etc. (www.higher-education-compass.de)

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1 The information covers only aspects directly relevant to purposes of the Diploma Supplement. All information as of 1 July 2005.

2 *Berufsakademien* are not considered as Higher Education Institutions, they only exist in some of the *Länder*. They offer educational programmes in close cooperation with private companies. Students receive a formal degree and carry out an apprenticeship at the company. Some *Berufsakademien* offer Bachelor courses which are recognized as an academic degree if they are accredited by a German accreditation agency.

3 Common structural guidelines of the *Länder* as set out in Article 9 Clause 2 of the Framework Act for Higher Education (HRG) for the accreditation of Bachelor's and Master's study courses (Resolution of the Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany of 10.10. 2003, as amended on 21.4.2005).

4 "Law establishing a Foundation 'Foundation for the Accreditation of Study Programmes in Germany'", entered into force as from 26.2.2005, GV. NRW. 2005, nr. 5, p. 45 in connection with the Declaration of the *Länder* to the Foundation "Foundation: Foundation for the Accreditation of Study Programmes in Germany" (Resolution of the Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany of 16.12.2004.

5 See note No. 4.

6 See note No. 4.

Universität Trier

Certificate

Mr. Manuel Hoffmann

born in Berlin on 1985/08/24

passed the Master of Science Examination on 2014/05/19 after having successfully completed the course of study

Business Administration

This is to certify that
he has been awarded
the academic degree of

Master of Science (M.Sc.)

by Faculty IV
(Business Administration, Economics, Mathematics, Computer Science, Business Informatics)

Trier, 2014/05/19

Dean of Faculty IV

Prof. Dr. Martin Endreß

Chairman of the Examination Board

Prof. Dr. Rolf Weiber

Universität Trier

Certification

of the Master of Science Examination
in the course of study

Business Administration

Mr. **Manuel Hoffmann**, born in Berlin on 1985/08/24,
on 2014/05/19 passed the Master of Science Examination
and obtained the overall grade

- VERY GOOD (1,2) -

The individual examination results were as follows:

MANDATORY MODULES:

	Grade	Credit Points
INTRODUCTION TO SERVICE ECONOMICS	- GOOD -	10
ADVANCED CASE STUDY Decision Theory an Applications to Finance: Money and happiness: an experimental study on individually different attitudes towards money, saving and spending	- VERY GOOD -	20
FINANCIAL MARKETS	- VERY GOOD -	10
INVESTMENTS	- VERY GOOD -	10
FINANCIAL ACCOUNTING	- VERY GOOD -	10
AUDITING	- VERY GOOD -	10
MASTER THESIS	- GOOD -	30

Universität Trier

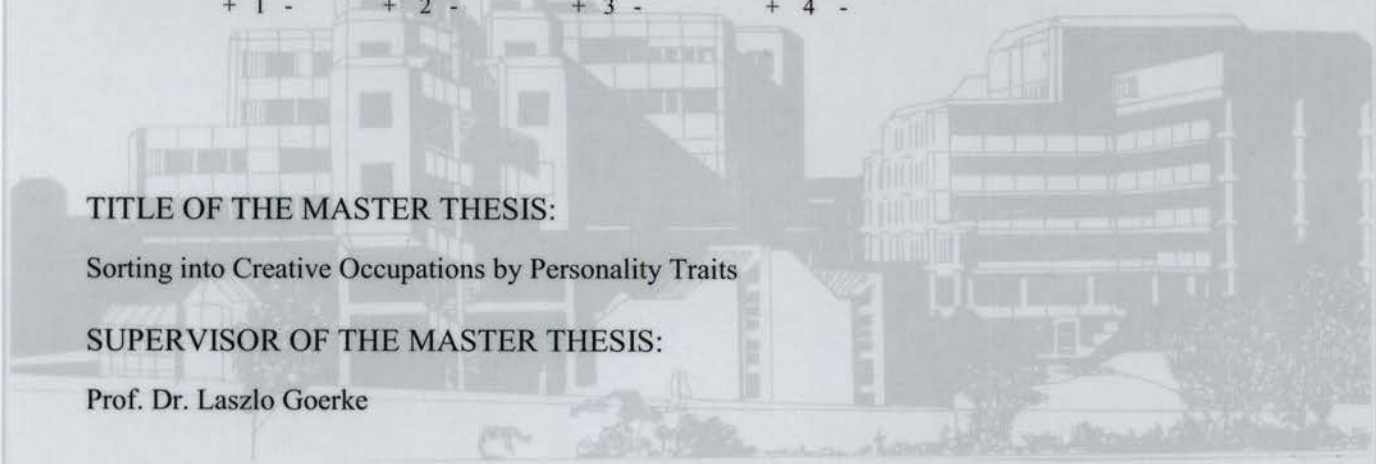
Mr. **Manuel Hoffmann**, born in Berlin on 1985/08/24

ELECTIVE MODULES:

	Grade	Credit Points
ECONOMETRICS	- VERY GOOD -	10
ADVANCED MICROECONOMICS AND ADVANCED MACROECONOMICS	- VERY GOOD -	10
ECTS CREDIT POINTS		**120**

Conversion of grades:

Grades:	very good	good	satisfactory	sufficient
	+ 1 -	+ 2 -	+ 3 -	+ 4 -



TITLE OF THE MASTER THESIS:

Sorting into Creative Occupations by Personality Traits

SUPERVISOR OF THE MASTER THESIS:

Prof. Dr. Laszlo Goerke

Trier, 2014/05/19

Chairman of the Examination Board

Prof. Dr. Rolf Weiber

Universität Trier

Certificate

Mr. Manuel Hoffmann

born in Berlin on 1985/08/24

passed the Master of Science Examination on 2014/12/02 after having successfully completed the course of study

Economic Analysis and Measurement

This is to certify that
he has been awarded
the academic degree of

Master of Science (M.Sc.)

by Faculty IV
(Business Administration, Economics, Mathematics,
Computer Science, Business Informatics)

Trier, 2014/12/02

Dean of Faculty IV

Prof. Dr. Martin Endreß

Chairperson of the Examination Board

Prof. Dr. Xenia Matschke

Universität Trier

Certification

of the Master of Science Examination
in the course of study

Economic Analysis and Measurement

Mr. **Manuel Hoffmann**, born in Berlin on 1985/08/24,
on 2014/12/02 passed the Master of Science Examination
and obtained the overall grade

- VERY GOOD (1,3) -

The individual examination results were as follows:

MANDATORY MODULES:

	Grade	Credit Points
BASE	- VERY GOOD -	10
ECONOMETRICS	- VERY GOOD -	10
SCIENTIFIC WRITING	- VERY GOOD -	10
APPLIED MICROECONOMICS	- VERY GOOD -	10
APPLIED MACROECONOMICS	- GOOD -	10
QUANTITATIVE METHODS	- VERY GOOD -	10
SURVEY STATISTICS: STATISTICS	- VERY GOOD -	10
RESEARCH PROJECT	- GOOD -	20
MASTERTHESIS	- VERY GOOD -	30

Conversion of grades:

Grades:	very good	good	satisfactory	sufficient
	+ 1 -	+ 2 -	+ 3 -	+ 4 -

Universität Trier

Mr. **Manuel Hoffmann**, born in Berlin on 1985/08/24

TITLE OF THE MASTER THESIS:

The Pro-Russian Conflict and its Impact on Financial Markets in Russia and the Ukraine

SUPERVISOR OF THE MASTER THESIS:

Jun.Prof.Dr. Matthias Neuenkirch

Trier, 2014/12/02

Chairperson of the Examination Board

Prof. Dr. Xenia Matschke

TEXAS A&M UNIVERSITY
College Station, Texas 77843

UNOFFICIAL ACADEMIC RECORD 19-SEP-2020

Name: Manuel Hoffmann (822005676,T01662678)

CURRICULUM INFORMATION

Current Program: Doctor of Philosophy
College: Liberal Arts
Major: Economics
Department: Economics

DEGREE(S) AWARDED

Degree Date: May 08, 2020
Degree Awarded: Doctor of Philosophy
College: Liberal Arts
Major: Economics

INSTITUTION CREDIT

Fall 2015 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECMT	675	ECONOMETRICS I	3.000	A	12.000	
ECON	629	MICROECONOMIC THEORY I	3.000	B	9.000	
ECON	636	MACROECONOMIC THEORY I	3.000	A	12.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 9.000 Qpts: 33.000 GPA: 3.666

Spring 2016 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECMT	676	ECONOMETRICS II	3.000	A	12.000	
ECON	646	MACROECON THEORY II	3.000	B	9.000	
ECON	689	SPTP: THEORETICAL MICRO MODELS	3.000	B	9.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 9.000 Qpts: 30.000 GPA: 3.333

Fall 2016 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	603	PUBLIC ECONOMICS I	3.000	A	12.000	
ECON	631	MICRO THEORY III	3.000	A	12.000	
ECON	655	EXPERIMENTAL ECONOMICS	3.000	A	12.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 9.000 Qpts: 36.000 GPA: 4.000

Spring 2017 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	632	MICROECONOMIC THEORY IV	3.000	A	12.000	
ECON	659	BEHAVIORAL GAME THEORY	3.000	A	12.000	
ECON	689	SPTP: FIELD EXPERIMENTS	3.000	A	12.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 9.000 Qpts: 36.000 GPA: 4.000

Summer 2017 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
2nd Summer Session						
ECON	691	RESEARCH	3.000	S	0.000	

Term Totals(Graduate)
Ehrs: 3.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Fall 2017 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	690	THEORY OF ECON RESERCH	3.000	S	0.000	
ECON	691	RESEARCH	6.000	S	0.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Spring 2018 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	690	THEORY OF ECON RESERCH	3.000	S	0.000	
ECON	691	RESEARCH	6.000	S	0.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Summer 2018 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	691	RESEARCH	6.000	S	0.000	

Term Totals(Graduate)
Ehrs: 6.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Fall 2018 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	690	THEORY OF ECON RESERCH	3.000	S	0.000	
ECON	691	RESEARCH	6.000	S	0.000	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

TEXAS A&M UNIVERSITY
College Station, Texas 77843

UNOFFICIAL ACADEMIC RECORD 19-SEP-2020

Name: Manuel Hoffmann (822005676,T01662678)

Spring 2019 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	***690***	***THEORY OF ECON RESERCH***	***3.000***	***S***	***0.000***	
ECON	***691***	***RESEARCH***	***6.000***	***S***	***0.000***	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Summer 2019 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
2nd Summer Session						
ECON	***691***	***RESEARCH***	***3.000***	***S***	***0.000***	

Term Totals(Graduate)
Ehrs: 3.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Fall 2019 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	***690***	***THEORY OF ECON RESERCH***	***3.000***	***S***	***0.000***	
ECON	***691***	***RESEARCH***	***6.000***	***S***	***0.000***	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

Spring 2020 - College Station
Liberal Arts - Economics

Subj	No.	Course Title	Cred	Grade	Pts	R
Semester						
ECON	***690***	***THEORY OF ECON RESERCH***	***3.000***	***S***	***0.000***	
ECON	***691***	***RESEARCH***	***6.000***	***S***	***0.000***	

Term Totals(Graduate)
Ehrs: 9.000 GPA-Hrs: 0.000 Qpts: 0.000 GPA: 0.000

TRANSCRIPT TOTALS

UNOFFICIAL TRANSCRIPT

20LQ-SSZU-MZN2

Texas A&M University

To all to whom these presents may come Greeting
Be it Known that

Manuel Hoffmann

having completed the studies and satisfied the requirements for the Degree of

Doctor of Philosophy

has accordingly been admitted to that Degree with all the honors, rights and privileges belonging thereto.

Given under the seal of the University at College Station, Texas, on the eighth day of May, A.D., two thousand twenty.

Elaine Mendoza
Chair, Board of Regents

John Sharp
Chancellor

Michael K. Young
President of the University

Economics

College of Liberal Arts

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Credential Validation

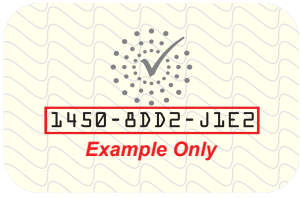
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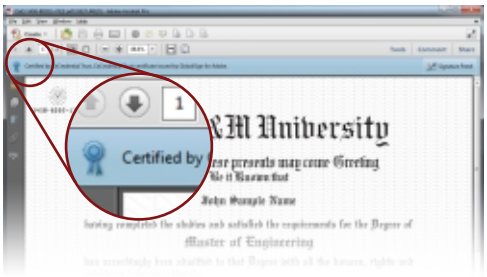
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TEXAS A&M UNIVERSITY



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Frank Nagle
Assistant Professor,
Harvard Business School (HBS)
fnagle@hbs.edu

National Bureau of Economic Research (NBER)
1050 Massachusetts Ave
Cambridge, MA 02138

Recommendation for Manuel Hoffmann – NBER Innovation Research Boot Camp 2025

Dear Boot Camp Organizers,

I am pleased to recommend Manuel Hoffmann for the 2025 NBER Innovation Research Boot Camp. I have been working with Manuel as a postdoctoral scholar through the Laboratory for Innovation Science at the HBS Digital, Data and Design Institute for multiple years. He is an outstanding early-career scholar working on critical questions surrounding open source software, artificial intelligence, and their impacts on business and labor dynamics.

I have had the opportunity to work with Manuel on topics such as "Generative AI and the Nature of Work" and "The Value of Open Source, to better understand how novel generative AI programming tools are altering work as we know it and what the hidden value of our digital software infrastructure is. He has demonstrated exceptional analytical skills, intellectual curiosity, and a strong ability to bridge economic theory with causal empirical applications. I believe that participating in the Boot Camp will be an important opportunity for Manuel to deepen his engagement with leading research (and researchers) in innovation economics, refine his methodological toolkit, and further develop his research agenda. Given his expertise and commitment to advancing this field, I am confident that he will be both a strong participant and a valuable contributor to the program's discussions.

I strongly support his application and encourage his selection for this opportunity. Please feel free to reach out if I can provide any additional information.

Best,



Frank Nagle
Assistant Professor,
Harvard Business School