Does Economics Make Citizens Corrupt?

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Does economics make citizens corrupt?

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Abstract

In this paper, we report on an experiment on corruption which investigates various determinants of corruptibility. We found that economics students are significantly more corrupt than others, which is due to self-selection rather than indoctrination. Moreover, our results vary with gender — male students of economics are most corrupt, male non-economists the least. Also, agents are no less corrupt if rewarded in addition to, and independently of a possible bribe. Our experiment isolates the influence of self-interest on cooperation from other influences such as risk attitude and expectations regarding the behavior of others. © 2000 Elsevier Science B.V. All rights reserved.

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1. Introduction

Do economists behave in a more self-interested way than other people? Some empirical studies argue that they do; however, this view has been seriously challenged recently (cf. Yezer et al., 1996). In this paper, we provide additional empirical support for this controversial hypothesis in an experiment that — for the first time — tests for corruptibility. Our setup is different from most of the previous studies in that the notion of 'fairness' is indisputable in our context and hence likewise shared by economists and non-economists. This allows us to identify whether economists are more prone to deviate from 'the morally good', or whether their different behavior is simply caused by a different notion of fairness

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or different perception of other peoples' behavior. We also test whether different behavior is a result of self-selection or due to indoctrination. Moreover, our analysis provides insights into whether gender plays a role and whether the level of fixed rewards alters the inclination to corruption.

Three different approaches have been used to explore whether economists behave more in accordance with their self-interest than other people: laboratory and 'real-world' experiments, and surveys. Marwell and Ames (1981) conducted a laboratory experiment on free riding: individuals were asked to allocate a given financial endowment to private use and contributions to a public good. After allocations have been made, each individual receives his/her entire private resources one-to-one, whereas the contributions to the public fund are pooled, multiplied by a factor greater than 1 and shared by all individuals regardless of their contributions. Obviously, the socially optimal solution is that all individuals allocate their entire resources to the public fund, while the individually rational strategy is exactly opposite. Maxwell and Ames found that high-school majors (i.e. non-economists) contributed an average of 42 percent to the public fund, which is significantly more than the average contribution of 20 percent of first year graduate students in economics. A survey of what the two groups considered a 'fair contribution' to the public fund revealed a similar marked difference.

Carter and Irons (1991) used an ultimatum bargaining game, where the 'proposer' offers a division of a given amount of \$10 between him/her and the 'responder'. The responder either accepts the division, which is then actually implemented or (s)he rejects the proposal, in which case both players receive nil. The game-theoretic prediction is that the proposer offers the minimum positive amount (say \$1) to the responder which he then accepts. It is well established that this is not the typically observed outcome. Carter and Irons (1991) provide the additional evidence that economics students behave 'closer' to strategies predicted by game theory. On average, they accept a minimum of \$1.70 as compared to \$2.44 for non-economics students and proposed to keep \$6.15 (\$5.44 for non-economists), which are different values at a 2.5 percent significance level (one-tailed).

Selten and Ockenfels (1998) investigated the 'solidarity' within groups of three. Each subject has a two in three chance of winning 10 DM. Independently, each individual in a group has to precommit what portion of their winning they will share with the loser(s) should one or both other member(s) of the group not win. Selten and Ockenfels found that females give significantly more than males, and male economists give significantly less than male non-economists (both findings are significant at the 1 percent level).

Frank et al. (1993) conducted a prisoner's dilemma experiment and found that economics majors defect significantly more often (60 percent) than non-majors (39 percent). Male students are more likely to defect than females (difference in probability is 0.24) and even after controlling for gender, the probability of an economist to defect is 0.17 higher than for a non-economist. Overall, the defection rate declines significantly with the duration

¹ These strategies would be optimal if all individuals were rational, known to be rational, and endowed with stoic preferences concerning the pay-off distribution. However, people who are aware of the rigidity of these assumptions, or of the observed behavioral pattern, would of course not offer only ξ 1, but considerably more to reduce the risk of rejection. This underlines that the optimal strategy depends on the expected behavior of others.

of study. This trend, however, is absent for economics majors. The authors conclude that the difference in behavior of economists is acquired rather than the result of self-selection. However, the difference between economics majors and other majors vanishes if the players are allowed to make (non-enforceable) promises to cooperate. The problem with the interpretation of these results is that a value judgment does not follow straightforwardly — to 'play safe' or to maximize individual profit is not necessarily 'morally bad' for all subjects in the experiment. ²

Yezer et al. (1996) attacked Frank's et al. (1993) conclusion that the 'exposure to the self-interest model commonly used in economics alters the extent to which people behave in self-interested ways' (p. 159). They argue instead that different performance in structured games like the ones reported may result from a better understanding of the situation and a more realistic view about the non-cooperative behavior of people in general. They call for a real-world experiment to test for actual different behavior on part of economists. In a 'lost letter experiment', they intentionally 'drop' an unsealed addressed and stamped letter with no return address in the classroom. The letter contains \$10 and a hand-written note indicating that the sender is paying back an informal loan. Economics students returned significantly *more* (at the 10 percent level) letters: of the 32 letters dropped before an economics undergraduate class started, 18 were returned (i.e. 56 percent). Contrastingly, only 10 of 32 letters dropped in other classes (i.e. 31 percent) were returned. This is claimed to contradict the previous results.

Which interpretation is correct? While it is true that we are ultimately interested in real world behavior and experimental situations are different from them, results from 'real-world' observations are almost always open to conflicting interpretations as we cannot exclude influences other than those we want to test for. For instance, we cannot exclude that the challenging results by Yezer et al. are produced by a different gender or age structure in the two subgroups as we simply do not know who picked up the envelope. The major advantage of laboratory experiments is that different influences can be controlled for. Moreover, there is evidence that people take the experiments very seriously (Dawes, 1980) so that the results might be a good approximation to real-world behavior.

Both real-world and laboratory experiments have their relative merits (cf. Frank et al., 1996). We are, however, very skeptical about survey results ³ due to weaknesses, such as answer tendencies inherent in the method; peoples' answers may, e.g. be biased towards what they perceive as 'socially acceptable' or 'normal'. Economists and non-economists may simply differ in their perception of what constitutes a 'socially acceptable' behavior. The different answers of the two groups may thus reflect a different bias rather than a difference in actual behavior. On the other hand, economists might behave less cooperatively

² Frank et al. (1993) addressed the first possibility that individuals defect because they expect their opponent to defect by asking people whether they would defect even if they knew with certainty that the other players would cooperate. Still, a significantly larger share of economics undergraduates answered 'yes'.

³ Frank et al. (1993) sent out questionnaires to college professors of various disciplines asking for the amount of their charitable contributions. They found that economics professors give significantly less relative to their incomes (i.e. 91 percent as much as other professors do on the basis of their imputed income). Another finding, however, is that economists are almost equally likely to vote in presidential elections and spend as much time in volunteer activities as others.

because they expect (or perceive) their counterparts to be less cooperative, not because they *are* less cooperative.

An experiment on economists' behavior must therefore disentangle the effects of different perceptions about others' behavior from the effects of different motivation. Prisoner's dilemma situations typically cannot do that 4 just as ultimatum bargaining games cannot. In contrast, an experiment in which an individual's reward does not depend on another person's behavior will isolate precisely the latter effect of different motivation. Yet, since we want to study the degree to which self-interest dominates the concern for others (as the previous experiments tried to), we need to design an experiment where pursuing the own interest runs counter other peoples' well-being. To control for possible varying perceptions of 'socially acceptable' behavior amongst economists and non-economists, the self-interested behavior in an experiment should clearly conflict with generally accepted moral standards. Our experiment on corruption meets all these requirements. It has the additional advantage over the lost letter experiment that we have data on each individual and can therefore control for gender, which turned out to be a significant behavioral determinant in Frank et al. (1993) and Selten and Ockenfels (1998). Moreover, data on the number of semesters studied allows us to address the issue whether students become more cooperative as they progress in their studies and whether economists' behavior changes over time, which would point to an indoctrination effect (both effects have been found by Frank et al. (1993)).

2. Design

Corruption can be regarded as a special manifestation of the familiar principal—agent problem. The agent has an incentive to favor a third party at the expense of the principal and in exchange for some compensation (the bribe). In our experiment, the subjects take on the role of agents. Bribers are fictitious, but the principal is real: it is the students' film club on behalf of which students had to make a decision. Students' film clubs are part of the general students' organization ('Allgemeiner Studentenausschuß'). They are self-financed, non-profitable and show a weekly movie, which they finance through cheap ticket fees. This is all common knowledge.

The experiment was conducted at the University of Hohenheim, Germany, in the summer semester of 1997. Prior to the film ('The Usual Suspects'), moviegoers were asked (orally and on a handout) to imagine the following situation: 'Assume that the students' film club has lost a 200 Deutschmark bill (approximately US\$100). It has fallen into a drain pipe and can only be retrieved by a plumber company. The film club has asked you to select the firm with the most favorable offer (for the film club). Ten firms place an offer which only you (not even the film club) know. It consists of two parts: first, the price the film club has to

⁴ This still holds even if people are asked how they would behave if the other cooperated as Frank et al. (1993) do. Their answers are still subject to the same bias described above. Economists might simply respond more truthfully as they look upon the issue more soberly and realistically — they might not be as embarrassed to reveal their true behavior because they consider it more common than others would do.

pay for the plumber's service, and second, the amount which you receive from the plumber if you select the respective company'.

The offers listed on the handout were:

Firm	The price the film club has to pay (DM)	The amount you receive (DM)
A1	20	0
A2	40	16
A3	60	32
A4	80	48
A5	100	64
A6	120	80
A7	140	96
A8	160	112
A9	180	128
A10	200	144

After the film, the participants were assured, one of the response form would be drawn randomly, and payments would be made to the lucky decision maker and to the film club, ⁵ i.e. the students' film club would receive 200 DM minus the payment to the plumber who was selected. The individual in turn would receive the payment by the company (s)he had selected. An example was given and people were asked to state their decision (the firm they choose), their names or pseudonyms, sex, field of study and number of semesters for which they had studied that field. People were assured that payment could be made confidentially after the movie if they wished.

In order to test the hypothesis that fixed payment may influence corruptibility, the following sentence was added (in bold print) on about half of the sheets: 'If your sheet is drawn, you will receive an extra payment of 40 DM no matter which firm you choose'.

Hundred-and-ninety individuals participated in the experiment. Twenty-nine people were excluded from the sample due to a failure to report either their sex, their field or year of study. Of the remaining 161 subjects, 105 were non-economists and the remaining 56 consisted of equal numbers of (a) students of economics, and (b) economic pedagogy or agricultural economics. Both fields contain a reduced number of economics classes compared to economics. Seventy-nine participants were female, 82 male. 30 percent were first year students, the corresponding figure for the economics students was 29 percent. During the first year, economics students in Hohenheim took no core-economics classes, but studied mathematics, statistics, sociology, law and the like. Handouts were distributed, filled in and collected before the movie started, the 'winner' was selected and payments were made after the film.

⁵ One cannot be sure that the same results would be obtained if every subject actually knew that his or her decision is the one that counts. However, for the ultimatum game, Bolle (1990) presents theoretical considerations as well as empirical evidence according to which deterministic and probabilistic rewards yield similar results.

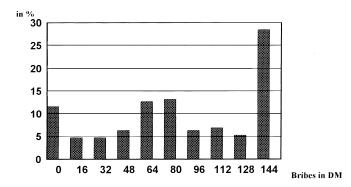


Fig. 1. Distribution of bribes (%).

3. Results and discussion

The distribution of bribes is given in Fig. 1. The mean bribe is 85 DM, the median is 80 DM; only 12 percent were honest, while 28 percent went for the maximum bribe of 144 DM.

Since we seek to identify possible behavioral difference of economics students and non-economists, we define the dummy variable ECON which takes on the value 1 if the person is enrolled in economics (0 otherwise) and ECONPED which is 1 if the person is a student either of economic pedagogy or agricultural economics. In order to control for gender (cf. Frank et al., 1993, for gender effects), we define the dummy FEMALE being 1 for women. We include the number of semesters studied (SEMESTER) to identify whether the attitude towards corruption changes as people progress in their studies. We also define a dummy FRESHMAN for students in the first year. Descriptive statistics on all variables are provided in Appendix A.1.

We deliberately disregard the possibility of detection and punishment as we focus on different attitudes towards the conflict of self-interest versus social concerns, and not towards the risk. We do, however, include fixed payments for half of the subjects (represented by the dummy FIXEDPAY) in order to find out whether this reward reduces the corruptibility of the people. The underlying rationale is a fairness argument: people who are rewarded for their job would be less inclined to harm their principal because they feel they are treated more fairly than if they would receive nothing for their efforts.

All regressions were run using ordered logit and probit models as OLS is obviously inappropriate for these kinds of problems. Because point estimates were only slightly different for both types of models and the qualitative results (sign, significance, order of magnitude) were the same, we report only the results from probit regressions. Suppressing the threshold parameters, ⁶ the results are given in Table 1.

Economists are more corruptible than others, the same holds true for agricultural economists and economic pedagogists, however to a lesser extent. Both coefficients are highly significant (ECONPED, a little less at the 5 percent level), but only insignificantly different

⁶ We report the full set of estimation results, including the threshold parameters, in Appendix A.2.

Table 1 Ordered probit model I, dependent variable: recoded step variable BRIBE $(0-9)^a$

Variable	Coefficient	S.E.	
Constant	1.1103***	0.179902	
ECON	0.74762***	0.24073	
ECONPED	0.46638**	0.20500	
FEMALE	0.12027	0.18645	
FIXEDPAY	-0.007371	0.17665	
FRESHMAN	-0.056402	0.21967	

^a 161 observations.

Table 2
Ordered probit model II, dependent variable: recoded step variable BRIBE (0–9)^a

Variable	Coefficient	S.E.	
Constant	1.1075***	0.19818	
ECONALL	0.64338***	0.19818	
FEMALE	0.10932	0.18640	
FIXEDPAY	-0.03178	0.17438	
NONECON-FRESHMAN	-0.002240	0.32300	
ECON-FRESHMAN	-0.19746	0.29494	

^a 161 observations.

from each other. Women are insignificantly more prone to corruption; the fixed payment has the expected sign, but is insignificantly different from zero. First year students behave no differently than older students, which runs counter to the results of Frank et al. (1993). 8

Although the average student does not change his or her attitude towards corruption as he or she progresses through university, it could be that economists do (which would not show in the first regression). This is a particularly interesting possibility as it could constitute an explanation for the different behavior of this group: as economics students are increasingly exposed to the model of self-interested behavior, they acquire this behavioral pattern themselves. In order to trace such effect, we define first-year dummies for economists and non-economists separately: ECON-FRESHMAN and NONECON-FRESHMAN. During the first year, economics students are not exposed to economic theory and if indoctrination were the driving force behind the behavioral difference, ECON-FRESHMAN should turn out significantly negative. Since students of economics and economic pedagogy did not behave significantly different, we aggregated them; thus we use ECONALL instead of ECON and ECONPED. Results are reported in Table 2.

^{**} Significance at 5% level.

^{***} Significance at 1% level.

^{***} Significance at 1% level.

⁷ The likelihood ratio test results in a χ^2 value of 0.878 which falls short of the critical value at the 5 percent significance level of 3.84.

⁸ This set of results is very robust with respect to excluding any insignificant variable. We also included number of semesters instead of FRESHMAN which likewise turned out to be insignificant in all regressions (not reported).

Table 3
Ordered probit model III, dependent variable: recoded step variable BRIBE (0-9)^a

Variable	Coefficient	S.E.	
Constant	1.8039***	0.18666	
F-NONECON	-0.48330**	0.21339	
M-NONECON	-0.78379***	0.22526	
F-ECON	-0.38392	0.29153	
FIXEDPAY	-0.023405	0.16975	
FRESHMAN	-0.054021	0.21070	

^a 160 observations.

Obviously, neither economics freshmen nor their non-economics counterparts behave significantly different from their more advanced fellow students of economics or non-economics, respectively: Nonecon-freshman and econ-freshman are both not significantly different from zero. ⁹ This result is very robust with respect to exclusion of insignificant variables. Stated differently, there is no evidence of an indoctrination effect for either group; all the differential behavior between economists and non-economists was captured by the variable econall, which is positive and highly significant. This, however, implies that economics students behave differently from their non-economics counterparts right from the beginning of their studies ('self-selection effect').

As Frank et al. (1993) and Selten and Ockenfels (1998) reported a clear gender pattern in their prisoner's dilemma experiment (the effect of which was even stronger than the effect of being an economist), we disaggregated both economists and non-economists into female and male subgroups. It could have been that the strong 'economics effect' in regression I and II was caused by only one subgroup and that gender was significant for a subgroup (economists or non-economists), but not for the sample as a whole. We aggregated students of economics and economic pedagogy (who behaved similarly in regression I) to economics students in a wider sense to ensure sufficiently large subgroups. Then we defined the following dummies: F-NONECON for female non-economists, M-NONECON for male non-economists, and F-ECON for female economists (with male economists being the reference group). The results are reported in Table 3.

^{**} Significance at 5% level.

^{***} Significance at 1% level.

⁹ Note that the effect of a non-economic freshman is expressed by the constant and the variable NONECON-FRESHMAN, the effect of an economic freshman by the constant, ECONALL and ECON-FRESHMAN, the effect of an economics student in the second or higher year by the constant and ECONALL, etc. In other words, the dummies ECON-FRESHMAN and NONECON-FRESHMAN capture only the differential effect of a first year student vis-à-vis his or her group studying the same class of subjects (economics, economic pedagogy or agricultural economics versus all other fields).

The hypothesis of equality of Nonecon-Freshman and Econ-Freshman could also not be rejected: the likelihood ratio test statistic is 0.2502, the critical value (5%) is 3.84. Also the disaggregation into Econ and Econped made no difference (LR test statistic of 0.796). This is of no wonder since both *t*-statistics were so small that these *differential* effects of first year students for each group (economists and non-economists) were not significantly different from zero at any usual significance level. Thus there is no reason to expect that they may be different from each other.

Male economists are most corrupt; however, female economists are only insignificantly less so. Both female and male non-economists are significantly less corrupt than male economists, with male non-economists being the least corrupt subgroup! Surprisingly, men take the extreme positions with respect to economist/non-economist differences, whereas women have a middle position. It seems as if women would be less self-selective in their choice of subject than men are. This finding explains why no clear gender pattern emerged in regression I.

We tested on parameter restrictions and could not reject that F-nonecon was equal to M-nonecon. The likelihood ratio (LR) test statistic amounts to 2.019, which is short of the $\chi^2(1)$ critical 5 percent value of 3.84. Likewise, we could not reject the hypothesis that F-econ is equal to F-nonecon (LR of 0.087). Lastly, we tested whether the joint restriction that economists behaved equally and that gender had equal influence for both subgroups, i.e. we tested the model with a constant, econally, female, allfresh, and fixedpay, and could not reject the hypothesis that these restrictions were justified. The LR statistic of 2.7418 falls short of the critical 5 percent value of the $\chi^2(2)$ distribution, 5.99. Although we could not reject model I at the usual significance levels, this interesting gender pattern points out that it may not be sufficient to look at the overall gender pattern. Rather one should consider the possibility of different influences of gender for subgroups. ¹⁰

The number of semesters studied (or the first-year dummy) again turned out insignificant as did the fixed payment. The latter result nicely complements the cross-US-state study by Goel and Rich (1989) and cross-country study by Van Rijkeghem and Weder (1997) on the determinants of corruption. These studies cannot discriminate between the various explanations for the observed negative correlation of public officials' relative pay and the level of corruption. First, higher wages increase opportunity costs of corruption as corrupt officials run the risk of being caught and fired. In other words, if they earn less in the private sector after being fired, they have an incentive to refuse bribes. Second, in some countries, officials' wages are so low that accepting bribes is necessary for living. 11 Third, higher wages increase loyalty — people, who are rewarded independent of their choice, will tend to make this choice more in accordance with their principal's interest. As we deliberately excluded detection and punishment from our experiment and subjects were far above subsistence levels, we tested only for a possible loyalty effect, which we could not find. This does not imply that such a loyalty effect does not exist; but obviously it did not materialize in our situation. Our finding points to the relative importance of the other explanations, though this may lead, at least in principle, to the selection of different, more successful avenues of combating corruption. However, further research is needed to determine efficacy and efficiency of loyalty enhancing and alternative measures.

¹⁰ Note that these tests are deliberately biased against rejecting the hypothesis on parameter restrictions (for good reasons); hence the failure to reject this hypothesis does not imply that a gender pattern as suggested by model III does not exist. On the contrary, our results suggest that for future work, it is necessary to check for different gender patterns across subgroups.

¹¹ Corruption might also be seen as the cause rather than the effect. The reservation wage of corrupt officials, compared to honest ones is lower as they can rely on bribes as additional income. Thus, corruption allows government to save money (in the short run, at least) by paying less than the honest officials' reservation wage.

4. Concluding remark

We conducted an experiment on corruption in which individuals could simultaneously choose the bribe they receive and the level of damage done to their principal; both magnitudes were positively linked. As detection or any other interaction between individuals were absent, decisions were determined only by individuals' willingness to place self-interest over the concerns for others. In our experiment, neither different degrees of risk aversion nor different expectations about the behavior of others mattered, which — contrary to previous experiments — makes interpretation easy.

Our results support the notion that economists tend to pursue their own interest more consequently than other people. This result was very robust with respect to different specifications of the model and is in line with other experiments (which, however, suffer from the described identification problem). Students do not alter their attitude towards corruption as they progress through university, regardless of whether they are students of economics or of any other field. This contradicts the notion that the more self-interested behavior of economists is a result of economics education; rather it supports the self-selection hypothesis.

Contrary to previous results, we found an interesting (albeit not very significant) gender pattern. Women turned out to be slightly but not significantly less corrupt in the experiment. However, the dominance of self-interest regarding economists versus non-economists was stronger for men than for women. Male non-economists were the least corrupt of all, male economists the most. Furthermore, we found no evidence that a fixed reward independent from individual choice reduces corruptibility. We interpret this as the absence of a fairness or loyalty effect: people are just as much inclined to harm their principal regardless of how they are treated.

Our results suggest that the hypothesis of behavioral differences of economists and non-economists cannot easily be discarded as Yezer et al. (1996) do. They also show that preconceived notions about gender differences need to be re-examined carefully. What is more, we need to clearly identify the situations in which such differences arise. Corruption is a particularly interesting case, since illegal activities are extremely difficult to measure and therefore experimental results may help to overcome the lack of real-world data. Our experimental design is suitable for the investigation of many other interesting issues. For instance, it would be interesting to test whether the observed behavioral pattern carries over to a situation in which corrupt individuals risk detection and punishment. It is possible that differences in risk attitudes could offset the observed pattern. The comparison of such results would then allow for deducing differences in risk aversion across subgroups. Moreover, it would be interesting to learn to what extent the fixed payment will exert an influence under these circumstances and to vary pay-offs, probabilities of detection, and fixed payments. Eventually, these experiments could lead to cautious policy recommendations as the behavioral determinants of corruption become clearer.

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Appendix A

A.1. Descriptive statistics

The following table provides descriptive statistics on the data used in the models I–III.

Variable	Mean	S.D.	Skewness	Minimum	Maximum	Number of observations
BRIBE ^a	85.3053	49.9784	-0.3	0	144	190
ECON	0.1742	0.3803	1.7	0	1	178
ECONPED	0.1742	0.3803	1.7	0	1	178
ECONALL	0.3483	0.4778	0.6	0	1	178
FEMALE	0.4706	0.5005	0.1	0	1	187
FIXEDPAY	0.5053	0.5013	0.0	0	1	190
F-NONECON	0.3684	0.4837	0.5	0	1	178
M-nonecon	0.2368	0.4263	1.2	0	1	178
F-ECON	0.0684	0.2531	3.4	0	1	178
SEMESTER	5.8944	3.6411	0.8	1	22	161
FRESHMAN	0.3043	0.4616	0.8	0	1	161
ECON-FRESHMAN	0.0994	0.3001	2.7	0	1	161
NONECON-FRESHMAN	0.2050	0.4049	1.5	0	1	161

^a Denotes the original bribe received, it was recoded into a step dummy for the ordered probit regression of course.

A.2. Full set of estimates on model I

Below we provide the full set of maximum likelihood estimates for the ordered probit model I. $^{\rm 12}$

Dependent variable	BRIBE (recoded)
Number of observations	161
Iterations completed	16
Log-likelihood function	-337.4361
Restricted log-likelihood	-341.8364
Chi-squared	8.800742
Significance level	0.06627762

¹² We use ECONALL instead of ECONPED and ECON since they do not behave statistically different.

Cell frequencies for outcomes

Y					CountFreq
0					15.093
3					9.055
6					11.068
9					46.285
1					7.049
4					20.124
7					13.080
2					9.055
5					21.130
8					9.055
Estimation	results				
Variable	Coefficient	S.E.	z=b/S.E.	P[Z =z]	Mean of X
Constant	1.1305	0.19677	5.745	0.00000	
ECONALL	0.55868	0.17932	3.115	0.00184	0.3540
FEMALE	0.12107	0.18321	0.661	0.50874	0.4845
FIXEDPAY	-0.043672	0.17157	-0.255	0.79907	0.5093
FRESHMEN	-0.048318	0.21675	-0.223	0.82360	0.3043
Threshold	parameters				
MU(1)	0.25279	0.094	1367	2.679	0.00739
MU(2)	0.47465	0.11654		4.073	0.00005
MU(3)	0.66113	0.12940		5.109	0.00000
MU(4)	1.0170	0.14057		7.234	0.00000
MU(5)	1.3559	0.15017		9.029	0.00000
MU(6)	1.5347	0.15312		10.022	0.00000
MU(7)	1.7586	0.15609		11.267	0.00000
MU(8)	1.9281	0.16024		12.033	0.00000

Index function for probability.

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