

Paulius Yamin, PhD

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Profile

Behavioral Scientist with over 10 years of international experience as manager, creator, consultant, and researcher of social norm and behavioral change initiatives in public, private, civic, and international cooperation organizations.

I'm currently the Managing Director of the Center for Social Norms and Behavioral Dynamics at the University of Pennsylvania (U.S.) and a Visiting Fellow at the Department for Psychological and Behavioural Science at the London School of Economics and Political Science (U.K.). In the past, I have been a Co-founder and Managing Partner at the Behavioural Lab (Lithuania), an External consultant to the International Labour Organization (United Nations Agency), and the Manager of the National Behavioral Change Strategy for Public Servants at the Colombian Government. I hold a B.A. in Anthropology (Summa Cum Laude), an M.A. with Distinction in Cultural Studies, an M.B.A. with Honors, and a Ph.D. from the Department of Psychological and Behavioral Science at the London School of Economics (U.K.).

Recent professional and research experience

Managing Director / [Center for Social Norms and Behavioral Dynamics \(CSNBD\)](#), University of Pennsylvania (Philadelphia, U.S.)
Nov 2020 – Present

- Worked with the Founding Director, Professor Cristina Bicchieri, to plan and implement the strategic vision and the internal processes of the Center.
- Planned, managed and supervised the human and financial resources of the Center, including an international team of over 60 senior, core and affiliate center members and a combined operating and grant annual budget of over USD \$1.3 Million.
- Obtained and negotiated over USD \$3.5 Million in resources to advance the research and consulting work of the Center.
- Designed and coordinated large grant and contract proposals for national and international institutions including the Bill and Melinda Gates Foundation, the Templeton Foundation, the National Science Foundation, the Inter-American Development Bank, and the World Bank, among others.
- Created and coordinated several successful engagement and dissemination strategies, including the Norms and Behavioral Change Talks (www.nobectalks.com) with more than 2,000 registered participants, the CSNBD Working Paper Series, the BeSci Blog, networking events, and periodic internal meetings.
- Formed and coordinated the CSNBD Advisory Board with 24 high-level experts and managers on the behavioral science field from the top academic and policy institutions worldwide (such as the Behavioral Insights Team North America, the United Nations, the European Commission, the World Bank, and several other academic and private institutions).

Visiting Fellow / Department for Psychological and Behavioural Science, London School of Economics and Political Science (London, United Kingdom)
March 2021 – Present

- Conducted research on social norms, behavioral change, local determinants of behavior, and video ethnographic methods. / Designed and currently conducting an action research project on social norms around intimate partner violence in Lithuania with international allies from top academic and policy institutions in the U.S., the U.K., Portugal, and Lithuania.

Co-founder and Managing Partner / Behavioural Lab LT (Vilnius, Lithuania)

Sep 2019 – Oct 2020

- Co-founded an international network specialized in applying insights from the behavioural sciences to tackle policy and industry challenges linked to sustainability in Lithuania and the European Union / Delivered practical workshops about behavioural change and civic action around local sustainability challenges for organizations and local leaders in Colombia, the U.K., Lithuania and China / Coordinated annual 'Behavioural Hacks events' to bring together industry, policy and academic actors from the UK and Lithuania around real-world behavioural solutions (funded by the London School of Economics)

External consultant on social norms and behavioral change / International Labour Organization – United Nations (Geneva, Switzerland)
Aug 2018 – March 2020

- Co-authored reports, provided recommendations and designed research and intervention strategies about "Practical methods to change social norms in domestic work" and "Barriers to participation of indigenous women"

with regional teams in 8 countries

Graduate Teaching Assistant, M.Sc. Dissertation Project Officer and Research Assistant / London School of Economics and Political Science (London, United Kingdom) **Sep 2016 – May 2020**

- Designed and delivered weekly seminars in Psychological and Behavioural Science at MSc level / Supported and provided advice in final dissertations and research methods for all MSc students of the Department of Psychological and Behavioural Science / Researched and produced reports about social norms media interventions and student feedback and attendance to the LSE LIFE centre to support evaluation and planning processes

Manager of the National Cultural and Behavioural Change Strategy for Public Servants / Departamento Administrativo de la Función Pública: *National Government Agency in charge of public governance and employment policies at a national level* (Bogotá, Colombia) **Jan 2015 – Aug 2016**

- Formulated, implemented and managed the national strategy for introducing cultural and behavioural change for the over 1,160,000 public servants of the Colombian State, including 17 cultural and behavioural change interventions implemented and the design and coordination of the project to create and implement the General Integrity Code of the Civil Service of Colombia.

Other relevant experience

Junior Research Fellow – MJJ Foundation Scholar / Vilnius Gediminas Technical University (Vilnius, Lithuania)

Sep 2019 – Oct 2020

- Researched driving behaviours, interventions and training protocols to improve eco-driving, safety and human-robot interaction outcomes at the Faculty of Transport Engineering / Designed the behavioural component of research projects for the European Union Research Framework, the Lithuanian Research Council and NESTA UK

Online Instructor in Psychological and Behavioural Science / ViaX Research Education (Beijing, China)

Jul 2019 – August 2020

- Designed and delivered workshops and tutored research projects in social norms and behavioural change for high-school, undergraduate and students in China, including support and supervision for 40+ practical interventions to tackle policy challenges in China

Project Coordinator / Piza & Caballero Consultores: *Private consulting firm specializing in institutional strengthening for the public sector* (Bogotá, Colombia) **Jun 2014 – Jan 2015**

- Designed and successfully managed two institutional strengthening projects for public institutions of the National Government in charge of violence victims and legal defence of the State, coordinated teams of up to 30 experts and executed financial resources for \$500,000 USD and designed financial and technical proposals that secured \$700,000 USD for the company.

Researcher at the Citizenship Culture and Cultural Change Group / Veeduría Distrital: *Local Government Institution in charge of preventive auditing and control of the local government of Bogotá* (Bogotá, Colombia) **Sep 2013 – Dec 2014**

- Analysed quantitative and qualitative data, wrote of reports and diagnostics, designed and applied pedagogical tools with over 400 public servants in cultural and behavioural change methodologies, and oversaw the design of 24 interventions to strengthen integrity and prevent corruption in public institutions.

Technical Advisor and Project Coordinator for the Mayor's Office of Quibdó / Fundación Liderazgo y Democracia: *Non-Governmental Organization dedicated to promoting and strengthening public leadership* (Bogotá and Quibdó, Colombia) **Jun 2013 – Sep 2014**

- Designed 14 development projects for the city of Quibdó in coordination with the local authorities; designed and applied monitoring tools for all of the projects, articulated alliances with 43 different public, private, international cooperation and academic institutions, and located and obtained over \$1.000.000 USD in resources for the projects.

Research Assistant / Professor Antanas Mockus: *Emeritus Professor and former President at the National University of Colombia, former Mayor of Bogotá* (Bogotá, Colombia) **Sep 2011 – May 2013**

- Collected and analysed theoretical and empirical sources to be used in top academic publications, lectures and presentations on cultural change, assisted with the preparation of presentations and academic publications for

national and international outlets.

Education

PhD in Psychological and Behavioural Science

London School of Economics and Political Science (U.K. – *ranked top 2 in the world for Social Sciences and Management by QS*), awarded in October 2020

- Thesis: “Leveraging large-scale behavioural change interventions using social norms, civic culture, and installations. An analysis of classic interventions and new experiments to tackle social challenges” supervised by Professor Saadi Lahlou.

Master of Business Administration –MBA (with Honours)

Quantic School of Business and Technology, March 2020

M.A. in Cultural Studies (with Distinction)

Goldsmiths College (U.K. – *ranked top 7 in the world for Media and Communications by QS*), University of London, November 2012

B.A. in Anthropology (*Summa Cum Laude* degree)

Universidad de los Andes (Colombia – *ranked top university in Colombia by QS*), August 2011

Honours, scholarships and grants

Science Scholarship, Marius Jakulis Jason Foundation, 2019.

Funding to return to Lithuania and conduct research at Vilnius Gediminas Technical University in Lithuania (September 2019 to December 2020 – value: \$17,600 USD).

Knowledge Exchange and Impact Funding, LSE Department of Psychological and Behavioural Science, 2018-2021.

Two rounds of funding to organise the Behavioural Hacks events in Lithuania (value: \$6,350 USD).

PhD Small Grant, LSE Marshall Institute for Philanthropy and Social Entrepreneurship, 2017-2018.

Grant to cover fieldwork expenses of PhD project (value: \$4,800 USD).

LSE PhD Studentship, London School of Economics and Political Science, 2016-2020.

Full scholarship for PhD degree (value: \$208,000 USD).

Novagob Excellence Prize for behavioural interventions at the Departamento Administrativo de la Función Pública, 2016.

Prize to the best initiatives in human resources in Latin American public institutions - behavioural change interventions to enhance work environment.

Leadership for Bogotá Scholarship, Universidad de los Andes (Colombia), 2014.

One year fellowship and leadership program to implement a social project in the city.

Academic Distinction and Distinction Thesis - M.A. in Cultural Studies, Goldsmiths College, University of London, 2012.

Summa Cum Laude degree, Honor Thesis and Class Valedictorian - B.A. in Anthropology, Universidad de los Andes (Colombia), 2011.

Academic publications, presentations and outreach

Publications:

- Lahlou, S., Pea, R., Heitmayer, M., Russell, M. G., Schimmelpfennig, R., Yamin, P., Everri, M., Cordelois, A., & Dawes, A. P. (2021). **Are we ‘Beyond being there’ yet?: Towards better interweaving epistemic and social**

aspects of virtual reality conferencing. *CHI Conference on Human Factors in Computing Systems Extended Abstracts (CHI '21 Extended Abstracts)*. <https://doi.org/10.1145/3411763.3451579>.

- Yamin, P., Lahlou, S., Ortega, S., and Skrickij, V. (2020). **Local determinants of driving behaviors: Installation Theory interventions to reduce fuel consumption among truck drivers in Colombia.** *Transport*, 35 (6), 616-634. <https://doi.org/10.3846/transport.2020.14195>.
- Everyy, M., Heitmayer, M., Yamin, P., and Lahlou, S. (2020). **Ethical Challenges of Using Video for Qualitative Research and Ethnography: State of The Art and Prospective Guidelines.** In T. Lähdesmäki, E. Koskinen-Koivisto, V. Čeginskas, A. Koistinen (Eds.), *Challenges and Solutions in Ethnographic Research: Ethnography with a Twist*. Routledge: London. ISBN 9780367376857.
- Yamin, P., Fei, M., Lahlou, S., and Levy, S. (2019). **Using Social Norms to Change Behavior and Increase Sustainability in the Real World: a Systematic Review of the Literature.** *Sustainability*, 11, 5847. <https://doi.org/10.3390/su11205847>.
- Yamin, P. (2014). **The Terrible Times in America: an approximation to the issue of difference from 'The Lost Steps' by Alejo Carpentier** [published in Spanish: "Los tiempos terribles de América: una aproximación a la diferencia desde 'Los pasos perdidos' de Alejo Carpentier"]. *The Southwest Council of Latin American Studies Journal*, 1. Texas State University. ISBN/ISSN: 978-1-62288-036-2.
- Yamin, P. (2013). **Politics (and Mime Artists) on the Street.** In T. Henri & S. Fuggle (Eds.), *Return to the Street*. London: Pavement Books. ISBN: 978-0-9571470-5-8.
- Yamin, P. & García, K. (2013). **Performing spaces.** In J. Aridi & J. Glendennan (Eds.), *Taking up Space*. Pavement Books: London. ISBN: 978-0-9571470-6-5.
- Yamin-Slotkus, P. (2012). **Imagine: looking for a space in everyday life** (Documento CESO No. 197) [published in Spanish: "Imagine, buscando un espacio en la vida cotidiana"]. Bogotá: Ediciones Uniandes. ISBN/ISSN: 1657-4508.

In preparation:

- Yamin, P. & Hobden, C. **ILO Working Papers: Practical Methods to Change Social Norms in Domestic Work and other policy areas.** Geneva: International Labour Organisation. Manuscript in preparation.
- Yamin, P., Lahlou, S., Ortega, S., and Saenz, A. **The power of behavioural policy interventions in the city: a study of the civic culture interventions of Antanas Mockus in Bogotá, Colombia.** Manuscript in preparation

Presentations: over 26 presentations about social norms and behavioral change in academic and policy events in Colombia, the United States, the United Kingdom, Lithuania, Finland, Spain, Argentina, Lebanon, Japan and Thailand ([please see details here](#)), including MediaX at Stanford University, the Lithuania Business Forum, Regional Consultations and Technical Regional Meetings at the International Labour Organization (Geneva, Lebanon, Thailand and Argentina), The Asian Conference on Psychology & the Behavioral Sciences, and the Keynote speech at the Conference Cycle for Lithuanian Junior Researchers.

Press: my work has been featured in some of the major media outlets in Lithuania, including articles I wrote and interviews for the [Verslo Žinios \(Business News\) newspaper](#), the [www.15min.lt portal](#), the [LRT portal](#), and the [Labas Rytas Lietuva TV](#) program ([please see details here](#)).

Training, memberships and languages

Professional training: Postgraduate Certificate in Higher Education (Associate Fellowship Level – LSE 2018), certified courses in Social Ventures (Cambridge Business School 2018), Finance (University of Michigan 2018) and Entrepreneurship (Massachusetts Institute of Technology 2018).

Membership to professional associations: Member of the Global Association of Applied Behavioral Scientists, Associate Fellow of the UK Higher Education Academy, Graduate Student Member of the Society for the Psychological Study of Social Issues, Member of the Global Lithuanian Leaders Network.

Languages: Spanish: Native Proficiency, English: Full Professional Proficiency (2015 TOEFL iBT test, score 114/120), French: Professional Proficiency (2007 Swiss Baccalaureate, level 83%), Lithuanian: Elementary Proficiency