

# CURRICULUM VITAE

PATRICK KAMPKÖTTER

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## CONTACT INFORMATION

University of Tuebingen  
School of Business and Economics  
Department of Managerial Accounting  
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Homepage: <https://uni-tuebingen.de/wiwi/managerial-accounting/>

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## PERSONAL DETAILS

Marital status: Married, three children (\* 2014, 2016, 2019)

Date of birth: July 9, 1979

Place of birth: Bielefeld, Germany

Citizenship: German

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## RESEARCH INTERESTS

Managerial Accounting, Performance Management, Personnel Economics, Managerial Economics, Organizational Economics, Incentive and Compensation Schemes, Internal Labor Markets, Applied Microeconometrics, Human Capital Management, Evaluation of Management Practices

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## ACADEMIC POSITIONS AND AFFILIATIONS

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|--------------|---|
| 2017–2022    | Principal Investigator of the DFG Priority Program 1764 “The German Labour Market in a Globalised World” (Project “Human Resource Management and Employee Retention: Empirical Analyses using new Linked Employer-Employee Data”) |
| 2016–present | Member of the Committee for Organizational Economics (Verein für Socialpolitik (German Economic Association))   |
| 2016–present | Full Professor of Managerial Accounting, University of Tuebingen, School of Business and Economics  |
| 2016–present | Affiliated Member, Center for Social and Economic Behavior (C-SEB), University of Cologne   |

2014–2017	Member of the DFG Priority Program 1764 “The German Labour Market in a Globalised World” (Project “Human Resource Management and Employee Retention: Empirical Analyses using new Linked Employer-Employee Data”)
2014–2019	Associated researcher of the DFG research unit “Design and Behavior - Economic Engineering of Firms and Markets” (Project “Design of Incentive Schemes within Firms: Bonus Systems and Performance Evaluations”)
2011–2016	Assistant professor (Akad. Rat a. Z.), University of Cologne, Seminar of Personnel Economics and Human Resource Management

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## EDUCATION

2011	Dissertation on “Compensation and Performance - Empirical Studies on Wages, Bonus Payments, and Intra-Firm Trainings” (thesis advisors: Prof. Dr. Torsten Biemann, Prof. Dr. Bernd Irlenbusch, Prof. Dr. Dirk Sliwka)
2010	Visiting PhD student at INSEAD Business School, Department of Finance, Fontainebleau, France (local supervisor: Prof. Harald Hau, PhD)
2006–2010	PhD student at the University of Cologne (main supervisor: Prof. Dr. Dirk Sliwka)
2000–2006	Diploma (M.Sc. equivalent) in Business Administration, University of Cologne, Specialization: <i>Personnel Economics, Energy Economics, and Organizational Studies</i>

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## PUBLICATIONS IN PEER-REVIEWED JOURNALS

*Reducing Registry Members’ Attrition When Invited to Donate: Evidence From a Large Stem Cell Registry. In: American Journal of Health Economics (forthcoming)* (with M. Haylock, M. Macis, J. Sauter, S. Seitz, R. Slonim, D. Wiesen, and A.H. Schmidt) (<https://doi.org/10.1086/730331>)

*Performance Management and Work Engagement - New Evidence Using Longitudinal Data. In: Management Accounting Research (2024), 64, 1-13* (with S. Ehmann, P. Maier, and P. Yang) (<https://doi.org/10.1016/j.mar.2023.100867>)

*Bank Bonus Pay as a Risk Sharing Contract. In: The Review of Financial Studies (2023), 36, 235-280* (with M. Efung, H. Hau and J.C. Rochet) (<https://doi.org/10.1093/rfs/hhac030>)

*Heterogeneity in firms’ recruitment practices: New evidence from representative employer data. In: German Journal of Human Resource Management (2023), 37, 107-136* (with T. Brändle, P. Grunau and M. Haylock) (<https://journals.sagepub.com/doi/10.1177/23970022221118346>)

*Motivating Gig Workers – Evidence from a Field Experiment. In: Labour Economics (2022), 75* (with S. Butschek, R. González Amor and D. Sliwka) (<https://doi.org/10.1016/j.labeco.2021.102105>)

*Employee Identification and Wages - On the Economics of Affective Commitment. In: Journal of Economic Behavior & Organization (2021), 188, 608-626* (with L. Petters and D. Sliwka) (<https://doi.org/10.1016/j.jebo.2021.05.036>)

*The role of preferences, attitudes, and personality traits in labor market matching. In: Economics Letters (2019), 185 (with M. Haylock)*  
(<https://doi.org/10.1016/j.econlet.2019.108718>)

*Dataset: The Linked Personnel Panel (LPP). In: Data in Brief (2019), 27 (with M. Haylock)*  
(<https://doi.org/10.1016/j.dib.2019.104824>)

*More Dispersion, Higher Bonuses? On Differentiation in Subjective Performance Evaluations. In: Journal of Labor Economics (2018), 36(2), 511-549 (with D. Sliwka)*  
(<https://doi.org/10.1086/694588>)

*Job Rotation and Employee Performance - Evidence from a Longitudinal Study in the Financial Services Industry. In: International Journal of Human Resource Management (2018), 29(10), 1709-1735 (with C. Harbring and D. Sliwka)*  
(<http://dx.doi.org/10.1080/09585192.2016.1209227>)

*Effects of German Universities' Excellence Initiative on Ability Sorting of Students and Perceptions of Educational Quality. In: Journal of Institutional and Theoretical Economics (2017), 173(4), 662-687 (with M. Fischer)*  
(<https://doi.org/10.1628/093245617X14816371560173>)

*Performance Appraisals and Job Satisfaction. In: International Journal of Human Resource Management (2017), 28(5), 750-774* (<http://dx.doi.org/10.1080/09585192.2015.1109538>)

*Determinants and Effects of Target Agreements for Employees: An Empirical Investigation of German Firms. In: Review of Managerial Science (2017), 11(1), 1-18 (with K. Marggraf and J.-H. Zimmermann)* (<http://dx.doi.org/10.1007/s11846-015-0177-5>)

*Measuring the Use of Human Resources Practices and Employee Attitudes: The Linked Personnel Panel. In: Evidence-based Human Resource Management (2016), 4(2), 94-115 (with J. Mohrenweiser, D. Sliwka, S. Steffes and S. Wolter)*  
(<http://dx.doi.org/10.1108/EBHRM-09-2015-0037>)

*The Complementary Use of Experiments and Field Data to Evaluate Management Practices - The Case of Subjective Performance Evaluations. In: Journal of Institutional and Theoretical Economics (2016), 172(2), 364-389 (with D. Sliwka)*  
(<http://dx.doi.org/10.1628/093245616X14545727832367>)

*Do Employees Reciprocate to Intra-firm Trainings? An Analysis of Absenteeism and Turnover Rates. In: International Journal of Human Resource Management (2015), 26(22), 2888-2907 (with K. Marggraf)* (<http://dx.doi.org/10.1080/09585192.2015.1005655>)

*Non-executive Compensation in German and Swiss Banks before and after the Financial Crisis. In: European Journal of Finance (2015), 21(15), 1297-1316*  
(<http://dx.doi.org/10.1080/1351847X.2014.947002>)

*Incentive Pay and Bank Risk-Taking: Evidence from Austrian, German, and Swiss Banks. In: Journal of International Economics (2015), 96, 123-140 (with M. Efung, H. Hau and J. Steinbrecher)* (<http://dx.doi.org/10.1016/j.jinteco.2014.12.006>)

*Pay-Performance Sensitivity of Compensation Contracts for Non-Executive Employees - The*

*Case of the Financial Crisis. In: Applied Economics Letters (2015), 22(9), 734-738.*  
(<http://dx.doi.org/10.1080/13504851.2014.972542>)

*Wage Premia for Newly Hired Employees. In: Labour Economics (2014), 31, 45-60.* (with D. Sliwka) (<http://dx.doi.org/10.1016/j.labeco.2014.09.001>)

*Determinants and Effects of Intra-Firm Trainings: Evidence from a Large German Company. In: Journal of Business Economics (2013), 83(2), 145-169.* (with K. Breuer)  
(<http://dx.doi.org/10.1007/s11573-012-0650-4>)

*Die Wirkung der Finanzkrise auf Bonuszahlungen in deutschen Banken und  
Finanzdienstleistungsinstitutionen. In: Swiss Journal of Business Research and Practice  
(2011), Sonderband 1/2011, 155-168* (with D. Sliwka)  
(<http://doi.org/10.5771/9783845232355-152>)

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## WORKING PAPERS

*Risk Managers in Banks* (with M. Efing and V. Maurin) (available via  
<http://dx.doi.org/10.2139/ssrn.3681255>) (Revise & resubmit at The Review of Financial  
Studies)

*All Hat and No Cattle? ESG Incentives in Executive Compensation* (with M. Efing, S.  
Ehmann and R. Moritz) (HEC Paris Research Paper No. FIN-2024-1506, available via  
<http://dx.doi.org/10.2139/ssrn.4974204>)

*Helping and Antisocial Behavior in the Workplace* (with M. Haylock, M. Kosfeld and F. von  
Siemens) (IZA DP No. 16147, available via <https://www.iza.org/publications/dp/16147>)  
(submitted)

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## WORK IN PROGRESS

*Ownership Structure and Management Practices* (with S. Ehmann, J. Wenzel and S. Wolter)

*How perceptions of bone marrow donation costs affects donation behavior: Survey evidence  
from a large donor registry* (with M. Haylock, M. Macis, J. Sauter, S. Seitz, R. Slonim, D.  
Wiesen, and A.H. Schmidt)

*Improving the availability of stem cell donors - A letter and email intervention* (with M.  
Haylock, M. Macis, R. Slonim and D. Wiesen); AEA-RCT-ID: AEARCTR-0008938

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## NON-REFEREED PUBLICATIONS

*Are ESG Metrics in Executive Compensation All Hat and No Cattle? Columbia Law School's  
Blue Sky Blog, October 15, 2024* (with M. Efing, S. Ehmann, and R. Moritz)  
<https://clsbluesky.law.columbia.edu/2024/10/15/>

are-esg-metrics-in-executive-compensation-all-hat-and-no-cattle/

*Reducing the unavailability of stem cell donors. VoxEU.org, July 1, 2022* (with M. Haylock, M. Macis, R. Slonim and D. Wiesen)

<https://cepr.org/voxeu/columns/reducing-unavailability-stem-cell-donors>

*Hohe Boni können den Wandel im Betrieb blockieren. In: Frankfurter Allgemeine Zeitung (FAZ), 07.02.2022, p. 16* (with D. Sliwka)

<https://www.faz.net/aktuell/karriere-hochschule/buero-co/>

[hohe-bonuszahlungen-koennen-den-wandel-in-firmen-blockieren-17784019.html](https://www.faz.net/aktuell/karriere-hochschule/buero-co/hohe-bonuszahlungen-koennen-den-wandel-in-firmen-blockieren-17784019.html)

*Mehr "Wir", weniger Ziele. In: Personalmagazin 06/21 (2021), 22-27* (with P. Grunau and D. Sliwka)

*What Does a Bank's Payroll Reveal about its Risk-Taking? In: International Banker, Winter 2017, 47-49* (with M. Efing and H. Hau)

*Homeoffice als Herausforderung für die Mitarbeiterführung. In: PERSONALquarterly 03/16 (2016), 10-15* (with D. Arnold and S. Steffes)

*Variable Vergütung in Deutschland - Ein Überblick. In: PERSONALquarterly 03/15 (2015), 10-15* (with K. Laske and D. Sliwka)

*Optimale Vergütungsstrukturen in Banken. In: Die Bank 03/15 (2015), 66-69* (with M. Efing, F. Frank, H. Hau and J. Steinbrecher)

*Die Dosis macht das Gift - eine Analyse zum Einfluss von Bonuszahlungen auf die Profitabilität und das Risiko von Banken. In: ifo Schnelldienst 68(03) (2015), 23-31* (with M. Efing, H. Hau and J. Steinbrecher)

*Bankers' bonuses and performance sensitivity. VoxEU.org, November 13, 2014* (with M. Efing, H. Hau and J. Steinbrecher)

<https://cepr.org/voxeu/columns/bankers-bonuses-and-performance-sensitivity>

*Jobrotation und Mitarbeiterperformance. In: Personalführung 08/14 (2014), 62-68* (with J. Berger and M. Emmerich)

*State of the Art: Trotz subjektiver Leistungsbeurteilung zu aussagekräftigen Ergebnissen kommen. In: PERSONALquarterly 02/13 (2013), 46-49* (with D. Sliwka)

*Das Klischee vom Berater lebt. In: Personalwirtschaft 06/12 (2012), 64-66* (with M. Marantsenboyn)

*Bonussysteme und Unternehmensperformance in der Finanzkrise. In: PERSONALquarterly 10/11 (2011), 30-33*

*Bankgehälter in der Krise - ein Ländervergleich. In: bank und markt 06/11 (2011), 14-17* (with M. Muntermann and D. Sliwka)

*Human Resources Transformation: Neuausrichtung des Personalbereichs. In: WISU - das Wirtschaftsstudium 04/11 (2011), 502-504* (with J. Berger)

*Bankmanagement: Wandel im Vergütungsmix. In: Die Bank 05/10 (2010), 80-82 (with M. Emmerich, A. Enneking and D. Sliwka)*

*Vergütung: Zwischen Mythos und Wahrheit. In: Personal - Zeitschrift für Human Resource Management 12/09 (2009), 38-40 (with M. Emmerich and D. Sliwka)*

*Humankapitalbewertung. In: WISU - das Wirtschaftsstudium 10/09 (2009), 1320 (with K. Breuer)*

*Vergütungstrends: Pauschal ist perdu. In: Die Bank 06/09 (2009), 68-72 (with M. Emmerich, A. Enneking and D. Sliwka)*

*Humankapital bewerten. In: Personalmagazin 05/09 (2009), 18-21 (with K. Breuer and D. Sliwka)*

*Variable Vergütung in der Unternehmenspraxis: Anreiz zur Leistung. In: Die Bank 01/08 (2008), 83-86 (with M. Emmerich and D. Sliwka)*

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POLICY ADVICE ON BEHALF OF THE FEDERAL MINISTRY OF LABOUR AND SOCIAL AFFAIRS (BMAS)

*Betriebliche Diversitätsstrategien in Deutschland (2022). Forschungsbericht FB603 des Bundesministeriums für Arbeit und Soziales (with E. Brüll)*  
(<https://bmas.de/DE/Service/Publicationen/Forschungsberichte/fb-603-betriebliche-diversitaetsstrategien-in-deutschland>)

*Arbeitszufriedenheit und Arbeitsbedingungen (2021). Forschungsbericht FB590 des Bundesministeriums für Arbeit und Soziales (with A. Ganserer and S. Steffes)*  
(<https://www.bmas.de/DE/Service/Publicationen/Forschungsberichte/fb-590-arbeitszufriedenheit-und-arbeitsbedingungen.html>)

*Bericht zum Forschungsmonitor "Variable Vergütungssysteme" (2018). Forschungsbericht FB507 des Bundesministeriums für Arbeit und Soziales (with K. Arnhold, S. Butschek, P. Grunau, L. Petters, and D. Sliwka)*  
(<https://www.bmas.de/DE/Service/Publicationen/Forschungsberichte/fb507-bericht-zum-forschungsmonitor-variable-verguetungssysteme.html>)

*Zwischenbilanz: Arbeitsqualität und wirtschaftlicher Erfolg (with diverse co-authors)*  
(<https://www.bmas.de/DE/Service/Publicationen/a892-zwischenbilanz-arbeitsqualitaet-und-wirtschaftlicher-erfolg.html>)

*Monitor: Variable Vergütungssysteme (with S. Butschek, P. Grunau, L. Petters, and D. Sliwka)*  
(<https://www.inqa.de/DE/wissen/fuehrung/mitarbeitermotivation/variable-verguetung.html>)

*Monitor: Personalentwicklung und Weiterbildung (with P. Grunau, K. Laske, L. Petters, and D. Sliwka)* (<http://www.bmas.de/DE/Service/Medien/Publicationen/a876-monitor-personalentwicklung.html>)

*Monitor: Fachkräftesicherung und -bindung (with K. Laske, D. Müller, L. Petters, and D.*

Sliwka)

*Monitor: Arbeitsqualität und wirtschaftlicher Erfolg* (with S. Bender, K. Laske, J. Mohrenweiser, D. Sliwka, S. Steffes, and S. Wolter)  
(<https://www.inqa.de/SharedDocs/PDFs/DE/Publikationen/arbeitsqualitaet-und-wirtschaftlicher-erfolg.html?blob=publicationFile>)

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#### OTHER PUBLICATIONS

*LPP - Linked Personnel Panel. Quality of work and economic success: longitudinal study in German establishments (data collection on the first wave). FDZ-Methodenreport 05/2015*  
(with L. Bellmann and others)

*Arbeitsqualität und wirtschaftlicher Erfolg: Längsschnittstudie in deutschen Betrieben. Erster Zwischenbericht im Projekt (Federal Ministry of Labour and Social Affairs (BMAS)). Forschungsbericht Arbeitsmarkt 442* (with L. Bellmann, S. Bender, M. Bossler, K. Laske, J. Mohrenweiser, A. Nolte, D. Sliwka, S. Steffes, J. Stephani, and S. Wolter)

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#### THIRD-PARTY FUNDING

*Principal Investigator, Project “Human Resource Management and Employee Retention: Empirical Analyses using new Linked Employer-Employee Data” within DFG priority program “The German Labour Market in a Globalised World”* (with D. Sliwka and S. Steffes) (Funding over two funding periods: around 520,000 Euros)

*Project “Arbeitsqualität und wirtschaftlicher Erfolg: Längsschnittstudie in deutschen Betrieben” on behalf of the Bundesministerium für Arbeit und Soziales (BMAS), the Institute for Employment Research (IAB) and the ZEW - Leibniz Centre for European Economic Research* (Funding: around 500,000 Euros)

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#### PRESS COVERAGE

*Knochenmarkspende: Öfter mal fragen. In: Schwäbisches Tagblatt, March 12, 2024* (<https://www.tagblatt.de/Nachrichten/Knochenmarkspende-Oefter-mal-fragen-622470.html>)

*Empfundenes Unrecht macht unzufrieden. In: PERSONALquarterly 02/21*  
([https://www.haufe.de/personal/zeitschrift/personalquarterly/personalquarterly-22021-neues-lernen-personalquarterly\\_48\\_538240.html](https://www.haufe.de/personal/zeitschrift/personalquarterly/personalquarterly-22021-neues-lernen-personalquarterly_48_538240.html))

*Warum der Abschluss einer Exzellenzuni keine Karrieregarantie ist. In: Wirtschaftswoche, August 15, 2019* (<https://www.wiwo.de/my/erfolg/hochschule/jobchancen-warum-der-abschluss-einer-exzellenzuni-keine-karrieregarantie-ist/24906720.html?ticket=ST-734348-zluNSkkatE1Hx5ulyGic-ap1>)

*Frauen haben bei Boni oft das Nachsehen. In: Stuttgarter Zeitung, March 24, 2019*

(<https://www.stuttgarter-zeitung.de/inhalt.erfolgspraemien-frauen-haben-bei-boni-oft-das-nachsehen.6917cd9b-99e3-48e6-806f-f8be00e87ba3.html>)

*Zusammen sind wir vermögender. In: VDI nachrichten, June 29, 2018*  
(<https://www.vdi-nachrichten.com/Karriere/Zusammen-vermoegender>)

*Teilzeitbeschäftigte bekommen seltener Gehalts-Boni. In: Frankfurter Allgemeine Zeitung (FAZ), June 20, 2018* (<http://www.faz.net/aktuell/beruf-chance/beruf/neue-studie-teilzeitbeschaeftigte-bekommen-seltener-gehalts-boni-15650289.html>)

*Deutsche Bank kürzt Boni um 80 Prozent. In: Stuttgarter Zeitung, March 21, 2017*  
(<http://www.stuttgarter-zeitung.de/inhalt.nach-milliardenverlust-deutsche-bank-kuerzt-boni-um-80-prozent.3bd7ffc7-5da2-4120-b4a2-2ad3bef02162.html>)

*Forscherporträt: Überzeugungsarbeit leisten. In: PERSONALquarterly 01/17, 64-65 (Research and teaching portrait)* (<http://www.uni-tuebingen.de/wiwi/managerial-accounting/aktuelles/newsfullview-controlling/article/interview-mit-herrn-kampkoetter.html>)

*Studie belegt: Banker-Boni erfüllen seit der Krise wieder ihren Zweck. In: Wirtschaftswoche, November 19, 2014 (about paper “Incentive Pay and Bank Risk-Taking: Evidence from Austrian, German, and Swiss Banks”)*

*Gleiche Position, höheres Gehalt. In: Frankfurter Allgemeine Zeitung (FAZ), November 15, 2009 (about paper “Wage Premia for Newly Hired Employees”)*

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## PROFESSIONAL ACTIVITIES

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|-----------------|--|
| 2024–present    | Vice Dean, Dean of Studies (Prodekan, Studiendekan Wirtschaftswissenschaft), School of Business and Economics, University of Tuebingen   |
| 2016–present    | Member of the Fakultätsrat, Fachbereichsvorstand, Studienkommission, Promotionsausschuss, Aufsichtsrat Friedrich-List-Siftung, Habilitationsausschuss, University of Tuebingen |
| 2023, 2019–2022 | Deputy Head of the School of Business and Economics (Stellvertretender Fachbereichssprecher), University of Tuebingen  |
| 2017–2021       | Academic Head, Working Group “Total Rewards” (Leiter Arbeitskreis Total Rewards) of the Schmalenbach–Gesellschaft (Deutsche Gesellschaft für Betriebswirtschaft e.V.)          |
| 2016–2022       | Vice Dean of Studies, School of Business and Economics, University of Tuebingen  |
| 2022, 2016–2019 | Organizer of the Joint Research Colloquium (Fachbereichskolloquium) of the School of Business and Economics, University of Tuebingen   |
| 2015–present    | Editor of New Economics Papers - Human Capital & Human Resource Management (nep-hrm)   |
| 2011–2014       | Organizer of the Research Seminar in Applied Microeconomics, University of Cologne   |



- 2008–2019 Managing director and board member of the Fördergesellschaft Personalwirtschaftslehre e.V. (personnel economics supporting association)
- 2006–2007 Member of the Committee for the Establishment and Funding of the Cologne Graduate School in Management, Economics and Social Sciences within the Excellence Initiative by the German Federal and State Governments

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## PROFESSIONAL EXPERIENCE

- 2011–2016 Assistant professor, University of Cologne, Seminar of Personnel Economics and Human Resource Management
- 2006–2010 Research assistant, University of Cologne, Seminar of Personnel Economics and Human Resource Management
- 2006 Internship, Towers Perrin (Executive Compensation and Rewards), Frankfurt am Main, Germany
- 2005 Internship, Deutsche Telekom AG (Human Resource Strategy, HR Communication and Board Member Support), Bonn, Germany
- 2004–2006 Student assistant, University of Cologne, Seminar of Personnel Economics and Human Resource Management
- 2001–2002 Full and part-time employment, Deutsche Post AG, Bonn, Germany

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## PHD STUDENT SUPERVISION

### Primary advisor

Michael Haylock (Tuebingen); placement: PostDoc, University of Duisburg-Essen

Patrick Maier (Tuebingen); placement: Horváth & Partner GmbH

Stefanie Ehmman (Tuebingen); ongoing

Julian Wenzel (Tuebingen); ongoing

### Secondary advisor

Raphael Moritz (Tuebingen); ongoing

Katharina Moser (Tuebingen)

Sarah Diederich (Tuebingen); ongoing

Hans Henrik Christensen (Dubai, external); ongoing

Valentin Haag (Tuebingen); placement: SV Versicherung

Johannes Auer (Tuebingen); placement: Robert Bosch GmbH

Stefanie Wolter (Wuerzburg); placement: IAB Nuremberg

Head of Committee, U Tuebingen

Phillip Haase; Thomas Glökler; Christopher Kalinasch; Camilla Fiallo; Tilo Treuter; Patrick Kompolsek; Maximiliane Unsorg; Ferdinand Springer; Philipp Roßmann; David Gremminger; Céline Tobler-Trexler

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## TEACHING EXPERIENCE

### *Bachelor Level*

Lecture “Accounting Information and Strategic Cost Management” (2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017)

Seminar “Bachelorseminar Managerial Accounting” (2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016)

Lecture “Internes Rechnungswesen (Cost Accounting)” (2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016)

Seminar “Bachelorseminar Corporate Development” (2015)

Lecture “Human Resource Management” (2015, 2014, 2013)

Tutorial “Human Resource Management” (2008)

Tutorial “Organizational Design and Personnel Economics” (2007)

### *Master Level*

Lecture “Managerial Accounting and Cost Analysis” (2023/24, 2022/23, 2021/20, 2019/20, 2018/19, 2017/18, 2016/17)

Lecture “Organizational Economics” (2024, 2023)

Lecture “Managerial Economics and Organizational Architecture” (2022, 2021, 2020, 2019, 2017/18, 2017, 2016)

Course “Accounting & Controlling mit SAP” in cooperation with Ernst & Young and SEW Eurodrive (2023, 2022, 2020)

Lecture “Managerial Accounting: Control Systems, Top Executives, and Ethics” (2023/24, 2021/22, 2019/20, 2018/19, 2017/18, 2016/17)

Seminar “Recent Topics in Empirical Accounting Research” (2023/24, 2022/23, 2021/22, 2019/20, 2018/19)

Seminar “Experimental Accounting Research” (2017/18)

Seminar “Subjective Performance Evaluation” (2016/17)

Lecture “The Empirical Evaluation of Management Practices” (2015)

Seminar “Downsizing in Firms” (2014/15)

Tutorial “Strategic Human Resource Management” (2013/14, 2012/13, 2008/09)

Tutorial “Economics of Incentives in Organizations - Introductory Econometrics” (2012, 2011, 2010, 2009, 2008)

Seminar “Empirical Studies in Human Resource Management” (2011, 2010, 2009)

Seminar “Evaluation of Selected Human Resource Practices” (2009/10)  
 Seminar “Behavioral Personnel Economics” (2008/09)  
 Seminar “Human Resource Management and Firm Performance” (2008)  
 Seminar “Discrimination in the Labor Market” (2007/08)  
 Tutorial “Personnel Planning, Recruiting and Talent Management” (2007/08)  
 Seminar “Empirical Analyses of Job Design and Careers” (2007)  
 Seminar “Lab Experiments in Personnel Economics” (2006)  
 Tutorial “Personnel Strategy and Labor Market Institutions” (2006)

*PhD Level*

Module “Personnel Development and Leadership” for PhDs, Karlsruhe School of Optics and Photonics, Karlsruhe Institute of Technology (KIT) (2015)  
 PhD Workshop “Good Scientific Practice in Social Research” (2015)  
 Module “Human Resource Management” for PhDs, Karlsruhe School of Optics and Photonics, Karlsruhe Institute of Technology (KIT) (2014)

*Executive MBA Level*

Module “Human Resource Management”, HECTOR School of Engineering and Management, Karlsruhe Institute of Technology (KIT) (2018, 2015, 2014)

*Miscellaneous*

“Die Regulierung und Nachhaltigkeit von Managergehältern”, Ringvorlesung Markt und Moral (Tuebingen, Germany) (2022)  
 “Auswahlverfahren im Bewerbungsprozess. Bedeutung, Vorbereitung, Aussagekraft. Wissenschaftliche Sicht auf Assessment Center” (Bonn, Germany) (2014, 2010, 2009)  
 Supervision of numerous diploma/bachelor/master theses and seminar/term papers in the areas of Performance Management, Managerial Accounting, Personnel Economics, Managerial Economics, Organizational Economics, and Applied Microeconometrics, also joint supervision of double degree master students from Université catholique de Louvain (Louvain School of Management, Belgium) and Università degli Studi di Padova (Italy)]

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CONFERENCE PRESENTATIONS, SEMINARS, WORKSHOPS, AND SUMMER SCHOOLS

2023            Annual meeting, Verein für Socialpolitik (Regensburg, Germany)  
                   25th Colloquium on Personnel Economics (Amsterdam, Netherlands)

2022            6th User Conference of the FDZ of the BA at the IAB (online)  
                   Conference of the Society for Institutional & Organizational Economics (SIOE) (Toronto, Canada) (coauthor)  
                   “Der Wandel im Performance Management”, Jahrestagung Compensation & Benefits 2021, Deutsche Gesellschaft für Personalführung (online)

- BGSE/briq Applied Micro Workshop (coauthor)  
 Labor & Finance Workshop (Venice, Italy) (coauthor)  
 WU Vienna (seminar) (coauthor)  
 European Health Economics Association Conference (Oslo, Norway) (coauthor)  
 Annual Conference of the American Society of Health Economists (Austin, USA) (coauthor)  
 NBER Organizational Economics Working Group (Cambridge, USA) (coauthor)  
 Paris December Finance Meeting (Paris, France) (coauthor)  
 Esade Spring Workshop (Barcelona, Spain) (coauthor)
- 2021 Junior European Finance Seminar (coauthor)  
 SFS Cavalcade North America (coauthor)
- 2020 82. Jahrestagung des Verbandes der Hochschullehrer für Betriebswirtschaft (online)
- 2019 CESifo-Delphi Conference on The Effects of the Digital Transformation on the Workplace and the Labor Market (Munich, Germany)  
 Goethe University Frankfurt (Frankfurt, Germany) (coauthor)  
 IAAEU Colloquium on Economics (Trier, Germany)  
 Annual meeting of the Committee for Organizational Economics (Berlin, Germany)  
 European Economic Association (EEA)/Econometric Society European Meeting (ESEM) (Manchester, UK) (coauthor)  
 European Winter Finance Summit (Zürs, Austria) (coauthor)  
 Sciences Po and Banque de France joint seminar (Paris, France) (coauthor)  
 FIRS 2019 Financial Intermediation Research Society Conference (Savannah, USA) (coauthor)  
 12th Swiss Winter Conference on Financial Intermediation (Lenzerheide, Switzerland) (coauthor)
- 2018 Annual Meeting of the Committee for Organizational Economics, German Economic Association (Hamburg, Germany)  
 Faculty seminar University Mainz (Mainz, Germany)  
 17th International Conference on Credit Risk Evaluation (Venice, Italy) (coauthor)
- 2017 IZA/OECD Workshop “Labor Productivity and the Digital Economy” (Paris, France)  
 European Economic Association (EEA)/Econometric Society European Meeting (ESEM) (Lisbon, Portugal)  
 Conference “Natural Experiments and Controlled Field Studies” (Ohlstadt, Germany)  
 3rd International Conference (DFG, IZA, DIW, ZEW) “The Role of the Firm in the Labor Market” (Berlin, Germany) (poster)
- 2016 SAMF-Jahrestagung 2016 (Berlin, Germany)  
 19th Colloquium on Personnel Economics (Aachen, Germany) (coauthor)
- 2015 Workshop “Management and Firm Performance” of the Institute for the World Economy (IfW) and the Institute for Employment Research (IAB) (Kiel, Germany)

- XVI. Symposium zur ökonomischen Analyse der Unternehmung, German Economic Association of Business Administration (Hamburg, Germany) (discussant)
- Workshop “The Economics of Organizations and Human Resources” by Robert Gibbons (Bad Homburg, Germany)
- 18th Colloquium on Personnel Economics (Vienna, Austria)
77. Jahrestagung des Verbandes der Hochschullehrer für Betriebswirtschaft e.V. (Vienna, Austria)
- 2014
- 1st wORGshop of the Organizational Research Group (Munich, Germany)
- Conference “Global Aspects of Personnel Economics” (Sonderburg, Denmark)
- XV. Symposium zur ökonomischen Analyse der Unternehmung, German Economic Association of Business Administration (Regensburg, Germany)
- 17th Colloquium on Personnel Economics (Cologne, Germany)
- NBER International Seminar on Macroeconomics (Riga, Latvia) (coauthor)
- International Conference on Financial Market Reform and Regulation (Beijing, China) (coauthor)
- 2013
- Workshop “The Impact of Human Resource Management: Empirical Analyses of Firms and Employees”, ZEW Mannheim (Mannheim, Germany)
- European Association of Labour Economists (EALE) Annual Conference (Turin, Italy)
- Academy of Management Annual Meeting (Orlando, Florida, USA)
75. Jahrestagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V. (Würzburg, Germany)
- Research seminar University Paderborn
- Workshop Natural Experiments and Controlled Field Studies (Holzhausen/Ammersee, Germany)
16. Personalökonomisches Kolloquium (Tübingen, Germany) (coauthor)
- Ökonomischer Workshop IAAEU Trier
- 2012
- Herbstworkshop der Kommission Personal im VHB (Hamburg, Germany)
15. Personalökonomisches Kolloquium (Paderborn, Germany)
- Jahrestagung des Vereins für Socialpolitik (Göttingen, Germany)
- Research seminar University Duisburg-Essen
- Ökonomisches Kolloquium University Trier
- 2011
14. Personalökonomisches Kolloquium (Zurich, Switzerland)
- European Economic Association (EEA)/Econometric Society (ESEM) European Meeting (Oslo, Norway)
- Jahrestagung des Vereins für Socialpolitik (Frankfurt am Main, Germany)
- European Association of Labour Economists (EALE) Annual Conference (Paphos, Cyprus)
- Academy of Management Annual Meeting (San Antonio, Texas, USA) (coauthor)
- 2010
- European Association of Labour Economists (EALE)/Society of Labor Economists (SOLE) Third World Conference (London, UK)
- 2009
- Talent Management Workshop (Cologne, Germany)
- European Association of Labour Economists (EALE) Annual Conference (Tallinn, Estonia)
12. Personalökonomisches Kolloquium (Vienna, Austria)

- Summer school “Identification Strategies in Econometrics” by David A. Jaeger, Ph.D.
- 2008 70. Jahrestagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V. (Berlin, Germany)  
European Association of Labour Economists (EALE) Annual Conference (Amsterdam, Netherlands)  
Summer School “Structural equation modeling using PLS” by Jörg Henseler
- 2007 Case Writing Workshop, Instructor: James Erskine  
10. Personalökonomisches Kolloquium (Tübingen, Germany)  
“Intelligente Vergütung in Banken. Leistungs- und erfolgsorientierte Vergütung, Zielvereinbarungen, Vergütungssysteme und Risiken der Vergütung”, marcus evans Konferenz (Mainz, Germany)  
European Economic Association (EEA)/Econometric Society (ESEM) European Meeting (Budapest, Hungary)  
Jahrestagung des Vereins für Socialpolitik (Munich, Germany)  
Research Seminar in Applied Microeconomics (Cologne, Germany)  
Summer School “Analysis of Panel Data” by Paul D. Allison, PhD (Cologne Short Program of Applied Economic and Social Research)
- 2006 Summer School “Experimental Economics in the Lab and the Field” by Simon Gächter

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#### SCHOLARSHIPS AND AWARDS

- 2021 Outstanding Reviewer Award, Journal of Participation and Employee Ownership
- 2019 Best Paper Award, Paris December Finance Meeting, Paris
- 2015 Best Conference Paper Award, 77th Annual Meeting of the German Academic Association for Business Research (VHB), Vienna
- 2014 Best Paper Award, German Academic Association for Business Research (VHB), Section Higher Education Management
- 2011 Presentation Award, Deutsche Bundesbank
- 2010 Scholarship for research stay abroad by International Relations Center of the Faculty of Management, Economics, and Social Sciences of the University of Cologne (Ambassador of the WiSo-Faculty)

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#### AD-HOC REVIEWING

- Journals Applied Economics; Applied Economics Letters; Asia Pacific Management Review; Economics of Transition and Institutional Change; Empirical Research in Vocational Education and Training; European Accounting Review; Evidence-based HRM: a global forum for empirical scholarship; German Journal of Human Resource Management; Human Relations; Industrial and Labor Relations Review; Information Economics and Policy; International Journal of Human Resource Management; International Journal of Management Reviews; International Journal of Manpower; International Review of Economics; Journal

for Labour Market Research; Journal of Business Economics; Journal of Business Venturing; Journal of Economic Behavior & Organization; Journal of Economics & Management Strategy; Journal of Happiness Studies; Journal of Participation and Employee Ownership; Labour Economics; Management Science; Review of Managerial Science; The Economists' Voice

Conferences Society for Institutional & Organizational Economics (SIOE), Verein für Socialpolitik (German Economic Association); Verband der Hochschullehrer für Betriebswirtschaft (German Academic Association for Business Research); Colloquium on Personnel Economics (COPE)

Research councils German Research Foundation (DFG)

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#### LANGUAGE SKILLS

German (native), English (fluent), French (intermediate), Latin (Latinum)

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#### COMPUTER SKILLS

L<sup>A</sup>T<sub>E</sub>X, R, MS Office, SPSS, Stata, Scientific Workplace, Typo3, QuestBack

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#### PROFESSIONAL MEMBERSHIPS

Academy of Management; American Finance Association; Econometric Society; European Accounting Association, European Association of Labour Economists (EALE); European Economic Association; European Finance Association; German Economic Association of Business Administration (GEABA); Verband der Hochschullehrer für Betriebswirtschaft (German Academic Association for Business Research); Verein für Socialpolitik (German Economic Association)

Tuebingen, October 17, 2024