

Julian Wenzel

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Eberhard Karls University of Tübingen
School of Business and Economics
Department of Managerial Accounting
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PROFESSIONAL EXPERIENCE

since 11/2023	Research Associate , Eberhard Karls University of Tübingen, School of Business and Economics, Department of Managerial Accounting, Tübingen, Germany.
04/2023 - 10/2023	Research Assistant & Tutor in part-time , Eberhard Karls University of Tübingen, School of Business and Economics, Department of Managerial Accounting, Tübingen, Germany
05/2021 - 03/2023	Internship & Working student , KPMG AG Wirtschaftsprüfungsgesellschaft, Department of Audit, Finance & Governance Advisory - Risk & Compliance Services, Stuttgart, Germany.
09/2019 - 04/2021	Research Assistant , Rheinische Friedrich-Wilhelms-University of Bonn, Department of Economics, Institute for Applied Microeconomics, Bonn, Germany.

EDUCATION

since 11/2023	PhD candidate , Eberhard Karls University of Tübingen, School of Business and Economics, Tübingen, Germany. First supervisor: Prof. Dr. Patrick Kampkötter, second supervisor: Prof. Dr. Martin Ruf.
10/2021 - 09/2023	M.Sc. Management and Economics , Eberhard Karls University of Tübingen, Tübingen, Germany. Master thesis: <i>CSR contracting and executive pay: A quantitative analysis on the relation between ESG-related performance pay and CEO compensation.</i> Average grade: 1.00 (very good).
04/2018 - 09/2021	B.Sc. Economics , Rheinische Friedrich-Wilhelms-University of Bonn, Bonn, Germany. Average grade: 1.1 (very good).

CONFERENCES AND WORKSHOPS

2023

- 8th Workshop of the Committee for Organizational Economics (Verein für Socialpolitik), (Würzburg, Germany)
- THE Christmas Workshop 2023, University of Hohenheim, (Hohenheim, Germany)

2024

- 26th Colloquium on Personnel Economics (Zurich, Switzerland)
- Workshop on Labour Economics, Institute for Labour Law and Industrial Relations in the European Union at Trier University (Trier, Germany)
- Workshop (VHB ProDok) on “Machine Learning” (Berlin, Germany)
- European Accounting Association (EAA) 46th Annual Congress (Bucharest, Romania)
- THE Workshop 2024, University of Hohenheim (Hohenheim, Germany)

2025

- Doctoral Colloquium ”Emerging Research in Management Accounting & Control” (Ulm, Germany)
- Annual Conference for Management Accounting Research (Vallendar, Germany)

PUBLICATIONS & WORK IN PROGRESS

In the hand of the family: Management practices and perceived job quality. In: Journal of Economic Behavior & Organization (2025), 237, 1-24 (with S. Ehmman, P. Kampkötter and S. Wolter) (<https://doi.org/10.1016/j.jebo.2025.107135>)

Investigating the Disclosure of Management Accounting Practices in Corporate Reports Using Deep Learning. *Work in Progress*.

NON-REFEREED PUBLICATIONS

Zur Extrameile motiviert. Welche Performance-Management-Instrumente wirklich wirken. In: Personalmagazin 11/25 (2025), 72-75 (with S. Ehmman, P. Grunau and P. Kampkötter) (https://www.haufe.de/personal/zeitschrift/personalmagazin/personalmagazin-ausgabe-112025-personalmagazin_48_662720.html)

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

Performance Management- Leistungsbeurteilung, Feedbacksysteme und erfolgsabhängige Vergütung (2025). Forschungsbericht FB665 des Bundesministeriums für Arbeit und Soziales (with S. Ehmann, P. Grunau, P. Kampkötter, and K. Ruf) (<https://www.publikationen-bundesregierung.de/pp-de/publikationssuche/performance-management-2360648>)

TEACHING

Summer 2023, 2024, 2025	Tutorial in Accounting Information and Strategic Cost Management (bachelor level).
Winter 2023/2024, 2024/2025	Tutorial in Managerial Accounting and Cost Analysis (master level).

AWARDS & SCHOLARSHIPS

11/2023	Award for the best M.Sc. degree , School of Business and Economics, Eberhard Karls University of Tübingen. Awarded by Ebner Stolz Wirtschaftsprüfung.
04/2023 - 10/2023	Deutschlandstipendium , Eberhard Karls University of Tübingen, Tübingen, Germany. Private sponsor: Hugo Rupf Stiftung.
04/2022 - 03/2023	Deutschlandstipendium , Eberhard Karls University of Tübingen, Tübingen, Germany. Private sponsor: Universitätsbund Tübingen e.V.
10/2020 - 09/2021	Deutschlandstipendium , Rheinische Friedrich-Wilhelms-University of Bonn, Bonn, Germany. Private sponsor: Universitätsgesellschaft Bonn - Freunde, Förderer, Alumni e.V.

SOFTWARE SKILLS

Data analysis	R, Python
Typography	MS Office, L ^A T _E X

LANGUAGE SKILLS

German	Native
English	Fluent
Spanish	Basics

Last updated: 11th November, 2025