

CURRICULUM VITAE

PATRICK KAMPKÖTTER

CONTACT INFORMATION

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Homepage: <https://uni-tuebingen.de/wiwi/managerial-accounting/>

PERSONAL DETAILS

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

Date of birth: July 9, 1979

Place of birth: Bielefeld, Germany

Citizenship: German

RESEARCH INTERESTS

Managerial Accounting, Performance Management, Management Control, Executive Compensation, Sustainability and ESG reporting, Evaluation of Management Practices, Managerial Economics, Organizational Economics, Incentive and Compensation Schemes, Applied Microeconometrics

ACADEMIC POSITIONS AND AFFILIATIONS

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

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>

PUBLICATIONS IN PEER-REVIEWED JOURNALS

Risk Managers in Banks. In: The Review of Financial Studies (forthcoming) (with M. Efung and V. Maurin) (available via <http://dx.doi.org/10.2139/ssrn.3681255>)

How perceptions of bone marrow donation costs affects donation behavior: Survey evidence from a large donor registry. In: European Journal of Health Economics (2025), 26, 1613-1631 (with M. Haylock, M. Macis, J. Sauter, S. Seitz, R. Slonim, D. Wiesen, and A.H. Schmidt) (<https://doi.org/10.1007/s10198-025-01785-4>)

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

Reducing Registry Members’ Attrition When Invited to Donate: Evidence From a Large Stem Cell Registry. In: American Journal of Health Economics (2025), 11(4), 592-627 (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>)

WORKING PAPERS

Helping in the Workplace: The Role of Leadership Relative to Employee Personality and Preferences (with M. Haylock, M. Kosfeld and F. von Siemens) (available [here](#)) (conditionally accepted at The Economic Journal)

ESG Incentives in Executive Compensation (with M. Efung, S. Ehmann and R. Moritz) (HEC Paris Research Paper No. FIN-2024-1506, available via <http://dx.doi.org/10.2139/ssrn.4974204>) (submitted)
presented by research team at NBER Economics of Executive Compensation Research Conference 2025 in Cambridge (USA), Annual Meeting of the Committee for Organizational Economics 2025 in Bonn, European Accounting Association Annual Conference 2025 in Rome, Open TRR 266 Conference 2025 in Munich, Fourth Conference in Sustainable Finance in Luxembourg, UEBS Edinburgh Corporate Finance Conference 2025, Annual Conference for Management Accounting Research 2025 at WHU, HEC-HKUST Sustainable Finance Workshop 2024, Helsinki Finance Seminar

WORK IN PROGRESS

Choice architecture, sorting, and availability of stem cell donors (with Y. Ndiaye, A. Ockenfels, T. Stange, and D. Wiesen); AEA-RCT-ID: AEARCTR-0017570

Evaluating interventions to improve stem cell donor availability (with M. Haylock, M. Macis, Y. Ndiaye, A. Ockenfels, T. Stange, and D. Wiesen); AEA-RCT-ID: AEARCTR-0016801

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

presented by research team at ASSA 2026 Annual Meeting Philadelphia, BMS research afternoon (University of Cologne), University of Duisburg-Essen, ASHEcon 2024, EUHEA 2024, BEHnet Hamburg 2024, dggö Allocation and distribution workshop 2024, Field Experiments in Economics and Business in Heilbronn 2024, and SPI Chicago 2025

NON-REFEREED PUBLICATIONS

Zur Extrameile motiviert. Welche Performance-Management-Instrumente wirklich wirken. In: Personalmagazin 11/25 (2025), 72-75 (with S. Ehmann, P. Grunau and J. Wenzel)

https://www.haufe.de/personal/zeitschrift/personalmagazin/personalmagazin-ausgabe-112025-personalmagazin_48_662720.html

Wie Performance Management das Engagement steigern kann. In: Controlling & Management Review 69(5) (2025), 40-45 (with S. Ehmann, P. Maier and P. Yang)

<https://link.springer.com/journal/12176/volumes-and-issues/69-5>

Performance Management in deutschen Betrieben: Leistungsorientierung lohnt sich - aber nur mit kollektiven Zielen. IAB-Kurzbericht 11/25 (2025) (with P. Grunau and K. Ruf)

<https://iab.de/publikationen/publikation/?id=14876125>

Vergütung von Führungskräften: Welche Rolle Nachhaltigkeit spielt. transforming economies Blog, February 19, 2025 (with M. Efung, S. Ehmann and R. Moritz)

<https://transforming-economies.de/verguetung-von-fuehrungskraeften-welche-rolle-nachhaltigkeit-spielt/>

Wie beeinflusst Personalarbeit wirtschaftlichen Erfolg? In: Personalmagazin 01/25 (2025), 20-30 (with P. Grunau and S. Wolter) https://www.haufe.de/personal/hr-management/investitionen-in-hr-handlungsempfehlungen-und-argumente_80_637846.html

Are ESG Metrics in Executive Compensation All Hat and No Cattle? Columbia Law School's Blue Sky Blog, October 15, 2024 (with M. Efung, 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>

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)

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, K. Ruf and J. Wenzel)
(<https://www.publikationen-bundesregierung.de/pp-de/publikationssuche/performance-management-2360648>)

Betriebliche Diversitätsstrategien in Deutschland (2022). Forschungsbericht FB603 des Bundesministeriums für Arbeit und Soziales (with E. Brüll)
(<https://bmas.de/DE/Service/Publikationen/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/Publikationen/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/Publikationen/Forschungsberichte/fb507-bericht-zum-forschungsmonitor-variable-verguetungssysteme.html>)

Zwischenbilanz: Arbeitsqualität und wirtschaftlicher Erfolg (with diverse co-authors)
(<https://www.bmas.de/DE/Service/Publikationen/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/Publikationen/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>)

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)

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)

PRESS AND NEWS COVERAGE

Benefits: Zu viel des Guten. In: Personalmagazin 10/2025
(https://www.haufe.de/personal/hr-management/neuausrichtung-der-benefit-strategie-in-unternehmen_80_660000.html)

Boni-Revival bei den Dax-Konzernen. In: Handelsblatt, September 5, 2025
(<https://epaper.handelsblatt.com/epaper/handelsblatt-2025-09-05-epa-2550/?interactivelayer=108743>)

Das Ich verdrängt das Wir. Große Betriebe setzen wieder mehr auf Boni. In: Frankfurter Allgemeine Zeitung (FAZ), June 26, 2025
(<https://www.faz.net/aktuell/karriere-hochschule/buero-co/bonuszahlungen-ist-eine-neue-leistungskultur-auf-dem-vormarsch-110557647.html>)

Individuelle Boni im Performance Management im Trend. In: *Haufe.de*, June 24, 2025 (https://www.haufe.de/personal/hr-management/individuelle-boni-im-performance-management-im-trend_80_654706.html)

ESG-Ziele sind in Vorstandsgehältern Nebensache. In: *SpringerProfessional.de*, May 20, 2025 (<https://www.springerprofessional.de/verguetung/corporate-governance/-wie-vorstandsgehaelter-an-esg-ziele-gekoppelt-werden-/23344188>)

ESG-Vorstandsvergütung ist mehr Schein als Sein. In: *Haufe.de*, January 10, 2025 (https://www.haufe.de/personal/hr-management/esg-vorstandsverguetung-ist-mehr-schein-als-sein_80_639792.html)

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)

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”)

PROFESSIONAL ACTIVITIES

2025–present	Advisory Board Member, Federal Ministry of Labour and Social Affairs (Bundesministerium für Arbeit und Soziales), Research Area "Quality of Work and Economic Success" (Arbeitsqualität und wirtschaftlicher Erfolg)
2024–present	Steering Committee, Committee for Organizational Economics, German Economic Association
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-Stiftung, 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

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

PHD STUDENT SUPERVISION

Primary advisor

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

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

Stefanie Ehmann (Tuebingen); ongoing

Julian Wenzel (Tuebingen); ongoing

Secondary advisor

Nadja Gutermann (Tuebingen); ongoing

Katharina Moser (Tuebingen)

Sarah Diederich (Tuebingen)

Valentin Haag (Tuebingen); placement: SV Versicherung

Johannes Auer (Tuebingen); placement: Robert Bosch GmbH

Stefanie Wolter (Wuerzburg); placement: IAB Nuremberg

Head of Committee, U Tuebingen

Annika Haase, Pascal Renz, Lucy Haag, Phillip Haase; Thomas Glökler; Christopher Kalinasch; Camilla Fiallo; Tilo Treuter; Patrick Kompolek; Maximiliane Unsorg; Ferdinand Springer; Philipp Roßmann; David Gremminger; Céline Tobler-Trexler

TEACHING EXPERIENCE

Bachelor Level

Lecture “Accounting Information and Strategic Cost Management” (2026, 2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017)

Seminar “Bachelorseminar Managerial Accounting” (2026, 2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016)

Lecture “Internes Rechnungswesen (Cost Accounting)” (2026, 2025, 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” (2024/25, 2023/24, 2022/23, 2021/20, 2019/20, 2018/19, 2017/18, 2016/17)

Lecture “Organizational Economics” (2026, 2025, 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 (2024, 2023, 2022, 2020)

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

Master Seminar “Recent Topics in Empirical Accounting Research” (2024/25, 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)

Term Papers and Theses

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), EM Strasbourg Business School (France) and Università degli Studi di Padova (Italy)]

CONFERENCE PRESENTATIONS, SEMINARS, WORKSHOPS, AND SUMMER SCHOOLS

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| 2026 | Willis Towers Watson HR-Branchenkonferenz für Banken und Versicherungen
ASSA 2026 Annual Meeting (Philadelphia, USA) (coauthor)
26th Colloquium on Personnel Economics (Rotterdam, Netherlands) |
| 2025 | NBER Economics of Executive Compensation Research Conference (Cambridge, USA)
Annual Meeting of the Committee for Organizational Economics (Bonn)
Open TRR 266 Conference (Munich)
European Accounting Association Annual Congress (Rome, Italy)
Jahrestagung Compensation & Benefits, Deutsche Gesellschaft für Personalführung (online)
Annual Conference for Management Accounting Research (Vallendar, Germany; presentation and discussion)
4th Conference in Sustainable Finance Luxembourg (coauthor) |
| 2024 | Jahrestagung Compensation & Benefits, Deutsche Gesellschaft für Personalführung (online)
Kompetenzforum HR goes ESG, Deutsche Gesellschaft für Personalführung (online)
European Accounting Association Annual Congress (Bucharest, Romania) (coauthor)
Helsinki Finance Seminar (Helsinki, Finland) (coauthor) |
| 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) Jahrestagung Compensation & Benefits, 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 Worskshop 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

SCHOLARSHIPS AND AWARDS

2026	Wiwi Impuls 2026 (Best Teaching Award), awarded by Freie Fachschaft Wirtschaftswissenschaft (Business and Economics Student Council)
2025	40 führende HR-Köpfe (Top40 in People Management), awarded by Personalmagazin (https://www.haufe.de/personal/personalszene/40-fuehrende-hr-koepfe-personal-40-fuehrende-hr-koepfe-2025-wissenschaft_74_654848.html)
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)

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; Human Resource Management; 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 Accounting Literature; Journal of Business Economics; Journal of Business Venturing; Journal of Economic Behavior & Organization; Journal of Economics & Management Strategy; Journal of Happiness Studies; Journal of Management Accounting Research; Journal of Participation and Employee Ownership; Labour Economics; Management Accounting Research; 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)

LANGUAGE SKILLS

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

COMPUTER SKILLS

L^AT_EX, R, MS Office, SPSS, Stata, Scientific Workplace, Typo3, Qualtrics, LamaPoll, QuestBack

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, July 2, 2026