\*12.12.1987 in Nürnberg, Germany

CONTACT Universität Bern

KPM Center for Public Management

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RESEARCH

· Public sector corruption & motivation.

**INTERESTS** 

- · Public-private partnerships, trust, and public sector negotiation.
- · Strategic management, leadership, and choice under risk and complexity.
- · Law and economics of policy, higher education, and consumption.
- · Behavioral public administration; experimental and psycho-physiological research methods.

ACADEMIC APPOINTMENTS

#### University of Bern, KPM Center for Public Management, Switzerland

Research Associate & Executive Lecturer Feb. 2019 – Jan. 2022

#### Helmut Schmidt University, Faculty of Economics and Social Sciences, Germany

Research Assistant (Chair of Corporate Governance & Corporate Theories)
 Research Assistant (Chair of Marketing)
 May 2018 – Jan. 2019
 July 2018 – Jan. 2019

# University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany

· External Lecturer (Department of Socioeconomics)	Oct. 2018 – Mar. 2019
· Research Assistant (Chair of Public Management)	May 2015 – Apr. 2018
· Student Assistant (Institute of Law & Economics)	July 2014 – Feb. 2015
· Student Assistant (Chair of Marketing & Innovation)	Oct. 2012 – Mar. 2013

# University of Antwerp, Faculty of Applied Economics, Belgium

· Visiting Researcher (Department of Management) Oct. 2017 & Jan. 2018

**EDUCATION** 

## University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany

· Dr. rer. pol. (defense pending)

Dissertation project: "Risk in Public Private Partnerships (PPPs): Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation"

· M.Sc. Business Administration Mar. 2011 – Sept. 2014

# University of Hamburg, Faculty of Education, Germany

· M.A. Higher Education (with distinction) Oct. 2016 – Jan. 2019

### 浙江大学 Zhejiang University, Hangzhou, PR China

· Visiting master student: Chinese Studies and International Business Aug. 2013 – Feb. 2014

## Edinburgh Napier University, Edinburgh, GB

· Visiting bachelor student Sept. 2009 – Mar. 2010

# University of Applied Sciences, Wedel, Germany

· B.Sc. Industrial Engineering & Management Oct. 2007 – Mar. 2011

#### Christoph-Jacob-Treu Gymnasium, Lauf a. d. Pegnitz, Germany

· Abitur (general qualification for university entrance; A-levels) Oct. 1998 – Jul. 2007

PROGRAMMING

- · Statistics: STATA, SPSS, R, MLwiN3
- $\cdot \ Experimental: Lime survey, Millise cond, Qualtrics, Unipark, z\text{-}Tree$
- · Office: LaTeX, Microsoft Office (Excel, Powerpoint, Word), InDesign
- · Other: Audacity, Gimp, Inkscape.

LANGUAGES

German (native speaker), English (C2), Chinese (普通话, HSK4), Latin (B2), Spanish (A2), French (A1).

RESEARCH **PROJECTS** 

# 3. Public Sector Corruption (CorPuS)

Jan. 2018 - Jan. 2022

#### A multi-country experimental study

- · Principal researchers: Kristina S. Weißmüller, Lode De Waele & Arjen van Witteloostuijn.
- · Other Collaborators: Catherine Althaus, Robert K. Christensen, Ting Gong, Dennis Hilgers, Fabian Homberg, Mei-Jun Hung, Sangmook Kim, Kristoffer Kolltveit, Ming-Feng Kuo, Jenny Lewis, Liang Ma, Fabio Monteduro, Janine O'Flynn, Guillem Ripoll Pascual, Adrian Ritz, Lisa Schmidthuber, Dong Chul Shim, Tsai-tsu Su, Jeannette Taylor, Wenyan Tu, Richard Walker, Litianqing Yang.
- 2. Public Service Motivation in University Students

Jul. 2018 - Jan. 2021

# A multi-wave study on the role of PSM as a success factor in higher education

- · Principal researchers: Kristina S. Weißmüller & Claudia Fantapié Altobelli
- · Other Collaborators: Nadja Breckau, Poorya Khazaeinejad, Nicole Lewin, Carmen Otto
- 1. RISK IN PUBLIC PRIVATE PARTNERSHIPS

May 2015 - Dec. 2018

# Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation

- · Principal researchers: Kristina S. Weissmüller & Rick Vogel
- · Other Collaborator: Robin Bouwman.

# ARTICLES

- SCIENTIFIC 19. Fiedler, I., Kairouz, S., Costes, J.-M. & Weißmüller, K. (2019). 'Gambling Spending and Its Concentration on Problem Gamblers.' Journal of Business Research 98 (5): 82-91 (3-yr IF: 4.476) doi.org/10.1016/j.jbusres.2019.01.040.
  - 18. De Waele, L. & Weißmüller, K. (2019) 'Over de bureaucratische paradox en de effecten van Public Service Motivation op corruptie.' Vlaams Tijdschrift voor Overheidsmanagement (Flemish Journal of Public Management) 24 (2): 43-56 <a href="http://vtom.be/table\_of\_content.aspx?sy=2019&pn=2">http://vtom.be/table\_of\_content.aspx?sy=2019&pn=2</a>.
  - 17. De Waele, L., Weißmüller, K., & van Witteloostuijn, A. (2018). 'The Paradox of Public Bureaucracies: Discriminatory bureaucrats in non-discriminatory bureaucracies.' Academy of Management Proceedings 2018 (1), 12966. https://doi.org/10.5465/AMBPP.2018.12966abstract.
  - 16. Weißmüller, K. (2017). 'PUBLICNESS AND MICRO-LEVEL RISK BEAVIOUR Experimental evidence on a stereotypical discounting behaviour.' Public Management Review (revise & resubmit, 3-yr IF: 3.394).
  - 15. Weißmüller, K. (2017). 'Return of the Behavioral Paradigm? A Systematic Review of Nudging in Higher Education.' Higher Education Quarterly (under review; 3-yr IF: 1.435).
  - 14. Weißmüller, K. (2017) 'Effective leadership in higher education ten years later: a contemporary literature review.' Journal of Further and Higher Education (revise & resubmit, 3-yr IF: 0.882).
  - 13. Weißmüller, K. & Vogel, R. (2018) 'TRUST IN PPPs A behavioral framing experiment on the effect of 'publicness' on strategic behavior in PPPs.' Journal of Public Administration Research and Theory (revise & resubmit, 3-yr IF: 4.409).
  - 12. Weißmüller, K., & De Waele, L. 'Would you bribe your lecturer? An international replication study on burnout and corruption in higher education.' Research in Higher Education (revise & resubmit, 3-yr IF: 2.207).
  - 11. Weißmüller, K., De Waele, L., & van Witteloostuijn, A. (2018). 'PUBLIC SERVICE MOTIVATION AND PRO-SOCIAL RULE-BREAKING - An international vignettes study in Germany, Belgium, and the Netherlands.' Review of Public Personnel Administration (revise & resubmit, 3-yr IF: 3.327).
  - 10. Seidemann, I. & Weißmüller, K. (2020). 'Causes and Consequences of Workforce Homogeneity in the Public Sector - A Systematic Review and Call for Research.' Perspectives on Public Management and Governance (under review).

WORK IN PROGRESS

9. Weißmüller, K., van Witteloostuijn, A., De Waele, L. & et al. 'REGIMES OF RULE BREAKING - A 15country experimental study on the effect of politico-administrative traditions on deviant behavior.' Working paper prepared for Public Administration Review (3-yr IF: 5.357).

- 8. Weißmüller, K., van Witteloostuijn, A., De Waele, L. & et al. 'CORRUPTION IN PUBLIC, PRIVATE, AND HYBRID ORGANIZATIONS - Behavioral Evidence on the Context Dependency of Tolerating Bribery from a 10-country Experimental Study.' Working paper prepared for Journal of Management (3yr IF: 12.182).
- 7. Weißmüller, K., Bouwman, R., & Vogel, R. 'NEGOTIATION IN PUBLIC-PRIVATE PARTNERSHIPS - A laboratory experiment on context, domain, and PSM.' Working paper.
- 6. Weißmüller, K. & Ritz, A. (2018) 'VALUE CONFLICTS AND PARADIGM SHIFTS Exploring the effect of NPM-related reforms in higher education from leaders' perspective.' Working paper prepared for Review of Public Personnel Administration (3-yr IF: 3.327).
- 5. Ritz, A., Steijn, A. J. (Bram), Weißmüller, K., & Kerstin Alfes (2019). 'Critical life events as antecedents of public employees' engagement and burnout.' Working paper prepared for Review of Public Personnel Administration (3-yr IF: 3.327).
- 4. Weißmüller, K. & Ritz, A. (2018) 'New Public Management in Higher Education Exploring the origins of the paradigm shift in senior executives' austerity strategies across 18 European countries.' Working paper prepared for Leadership Quarterly (3-yr IF: 4.812).
- 3. Maasland, C. & Weißmüller, K., 'Blaming the Machine? A Framing Experiment on Algorithm Aversion and Blame Avoidance.' Working paper prepared for Organizational Behavior and Human Decision Processes (3-yr IF: 3.098).
- 2. De Waele, L., Weißmüller, K., & van Witteloostuijn, A. 'Bribery Tolerance: The Role of implicit and explicit social motivations. A multi-site experimental study in Belgium, Germany, and the Netherlands.' Working paper prepared for Journal of Business Ethics (3-yr IF: 4.764).
- 1. Weißmüller, K., Hensel, D., & Hattke, J. 'Unconscious Bias in PPP performance evaluation. A framing experiment on the adverse effects of affect misattribution.' Working paper prepared for Public Administration Review (3-yr IF: 3.473).

# BOOKS & EDITED VOLUMES

- 2. Weissmüller, K. (forthcoming). Krisenmodus! Motivation und Identifikation bei befristet Beschäftigten?. In Adrian Ritz, Michael Hahn, Claus Jacobs, Andreas Lienhard, & Fritz Sager (Eds.), Fälle zu Public Management und Verwaltungswissenschaft, XX-XX, Wiesbaden: Springer-Gabler.
- 1. Weissmüller, K. (forthcoming). Netzwerke und Kooperationen im öffentlichen Sektor. In Adrian Ritz, Michael Hahn, Claus Jacobs, Andreas Lienhard, & Fritz Sager (Eds.), Fälle zu Public Management und Verwaltungswissenschaft, XX-XX, Wiesbaden: Springer-Gabler.

# OTHER **PUBLICATIONS**

- 2. Weißmüller, K. (forthcoming). 'Risk In Public Private Partnerships: Behavioral Experiments on Risk Preference, Risk Perception, and Risk Participation.' Doctoral thesis at the Faculty of Business, Economics, and Social Sciences, University of Hamburg, supervised by Prof Dr. Rick Vogel & Prof. Dr. Andreas Lange.
- 1. Weißmüller, K. (2019) 'New Public Management in Higher Education Exploring the origins of the paradigm shift in senior executives' austerity strategies across 18 European countries.' Master's thesis in Higher Education (M.A., with distinction) at the Hamburg Center for University Teaching and Learning (HUL), University of Hamburg, supervised by Prof. Dr. K. Mayerberger & Prof. Dr. C. Bohndick. https://doi.org/10.25592/uhhfdm.119.

# PRESENTATIONS & **PAPERS**

- CONFERENCE 24. Weißmüller, K., van Witteloostuijn, A., De Waele, L. & Ritz, A. (2020) 'CORRUPTION IN PUBLIC, PRIVATE, AND HYBRID ORGANIZATIONS - Behavioral Evidence on the Context Dependency of Tolerating Bribery from a 10-country Experimental Study.' 23rd International Research Society on Public Management (IRSPM) Conference, P3 Behavioral and Experimental Public Management, 22.04,-24.04.2020, Tampere, Finland.
  - 23. Ritz, A., Steijn, A. J. (Bram), Weißmüller, K., & Kerstin Alfes (2019). 'Critical life events as antecedents of public employees' engagement and burnout.' 23rd International Research Society on Public Management (IRSPM) Conference, P42 SIG Public Service Motivation, 22.04.-24.04.2020, Tampere, Finland.
  - 22. Ritz, A., Weißmüller, K., De Waele, L. & van Witteloostuijn, A. (2019). 'PSM and Deviant Behavior: Findings from a Comparative Multi-lab Research Project.' Plenary Keynote 'Elevating Public Service

- Motivation' Conference at Brigham Young University, 25.-28.09.2019, Aspen Grove, Sundance, UT, USA.
- Ritz, A., Steijn, A. J. (Bram), Weißmüller, K., & Kerstin Alfes (2019). 'Critical life events as antecedents
  of public employees' engagement and burnout.' European Group for Public Administration (EGPA) Annual Conference, PSG III, 11.09.-13.09.2019, Belfast, Northern Ireland.
- Weißmüller, K. & Ritz, A. (2019). 'New Public Management in Higher Education Exploring the role of neo-classical vs. Public value-oriented paradigms of leadershipwith senior executives across 18 European countries.' European Group for Public Administration (EGPA) Annual Conference, PSG XX, 11.09.-13.09.2019, Belfast, Northern Ireland.
- 19. **Weißmüller, K.**, Bouwman, R., & Vogel, R. (2019). 'Strategic Negotiation Behavior in Public-Private Partnerships.' *VHB Pfingsttagung, WK ÖBWL, 13.-14.06.2019, Rostock, Germany*.
- 18. De Waele, L., Weißmüller, K., van Witteloostuijn, A., Cannaerts, N., Coreynen, W., Philipsen, J., & Vanderstraeten, J. (2019). 'Connecting Bribery, Public Service Motivation, and Social Value Orientation. A multi-site experimental study in Belgium, Germany and the Netherlands.' 23<sup>rd</sup> International Research Society on Public Management (IRSPM) Conference 2019, 16.-18.04.2019, Wellington, New Zealand.
- 17. Weißmüller, K., Bouwman, R., & Vogel, R. (2018). 'Risk sharing in Public-Private Partnerships. An Experimental Study on Negotiation Behavior and the Publicness Bias.' European Group for Public Administration (EGPA) Annual Conference, PSG XXII, 05.09.-07.09.2018, Lausanne, Switzerland.
- Weißmüller, K., De Waele, L., van Witteloostuijn, A. (2018). 'The Paradox of Public Bureaucracies: Discriminatory bureaucrats in non-discriminatory bureaucracies.' ECPR General Conference 2018, Section S73: The Politics of Bureaucracy, 22.08.-25.08.2018, Hamburg, Germany.
- 15. De Waele, L., Weißmüller, K., & van Witteloostuijn, A. (2018). 'The Paradox of Public Bureaucracies: Discriminatory bureaucrats in non-discriminatory bureaucracies.' 78th Annual Meeting of the Academy of Management (AoM), 10.08.-14.08.2018, Chicago, Illinois, USA.
- 14. De Waele, L., Weißmüller, K., van Witteloostuijn, A. (2018). 'The Paradox of Public Bureaucracies: Discriminatory bureaucrats in non-discriminatory bureaucracies.' Best Paper Award SIG PNP, EURAM Conference 2018, Public and Non-Profit Management, 20.06.-23.06.2018, Reykjavik, Iceland.
- 13. **Weißmüller, K.** (2018). 'Unconscious Biases in PPP Performance Evaluation. A framing experiment on the adverse effects of affect misattribution.' *Public Management Research Conference (PMRC) 2018*, 31.05.-02.06.2018, Singapore, Singapore.
- 12. **Weißmüller, K.** & Vogel, R. (2018). 'The Impact of Trust in Strategic Partners on PPP survival: An experimental study.' 22<sup>nd</sup> International Research Society on Public Management (IRSPM) Conference 2018, 11.-13.04.2018, Edinburgh, Great Britain.
- 11. **Weißmüller, K.** (2017). 'Measuring Unconscious Negativity Toward the Public Sector: Introducing the Affective Misattribution Procedure (AMP) to Public Administration Research.' 2017 Netherlands Institute of Governance (NIG) Annual Work Conference Panel 1 "Behavioral Public Administration", 08.-09.11.2017, Maastricht, The Netherlands.
- Weißmüller, K. & Vogel, R. (2017). 'A Self-fulfilling Prophecy? Public sector framing effects on negotiation efficiency.' European Group for Public Administration (EGPA) Annual Conference, 30.08.-01.09.2017, Milano, Italy.
- 9. **Weißmüller, K.** (2017). 'Risk sharing in non-cooperative games: An experimental study on the dynamic ecologies of risk preferences in PPPs.' 21<sup>st</sup> International Research Society on Public Management (IRSPM) Conference 2017, 19.-21.04.2017, Budapest, Hungary.
- 8. **Weißmüller, K.** (2016). 'The Asymmetric Nature of the Anti-Public Sector Bias: Evidence from a Framing Experiment.' 2016 Netherlands Institute of Governance (NIG) Annual Work Conference Panel 9 "Behavioral Public Administration", 24.-25.11.2016, Antwerp, Belgium.
- 7. Weißmüller, K. (2016). 'Risk in Public Private Partnerships (PPPs): Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation.' Academy Colloquium "Behavioral Public Administration" at the Dutch Royal Academy of Arts and Sciences (KNAW), 03.-5.11.2016, Amsterdam, The Netherlands.

- Weißmüller, K. (2016). 'Time perceptions and cross-sectoral team efficiency: Experimental evidence on sector-specific delay discounting behavior.' 2016 IIAS-IASIA Joint Congress, 20.-23.09.2016, Chengdu, PR China.
- 5. **Weißmüller, K.** (2016). 'Delay and probability discounting in pathological gamblers with and without a history of mental disorder.' *Deutscher Suchtkongress* 2016, 05.-07.09.2016, *Berlin, Germany*.
- Weißmüller, K. (2016). 'Experimental evidence on asymmetries in delay discounting between public and private sector employees.' European Group for Public Administration (EGPA) Annual Conference, nominee for best paper award, 24.-26.08.2016, Utrecht, Netherlands.
- Weißmüller, K. (2016). 'The Grass is Greener on the Other Side: Experimental Evidence on the Asymmetric Nature of the Anti-Public Sector Bias and the Heuristic Formation of Public Opinion.' IPSA 24<sup>th</sup> World Congress of Political Sciences, 23.-28.07.2016, Poznan, Poland.
- Weißmüller, K. (2016). 'Asymmetries in risk preferences and risk behavior between public and private sector employees: Experimental evidence on sector-specific probability discounting.' 20<sup>th</sup> International Research Society on Public Management (IRSPM) Conference 2016, 13.-15.04.2016, Hong Kong, PR China.
- Weißmüller, K. (2015): 'A Neuro-economic Perspective on Social Gaming and Social Gambling', Best Poster Award, Summer Interactive Symposium – Research 2.0, 08.-11.06.2015 Research Chair on Gambling, Concordia University, Montréal (Quebec), Canada.

Awards	· EURAM 2018 SIG Public and Non-Profit Management Best Paper Award	June 2018
	· Summer Interactive Symposium – Research 2.0 Best Poster Award	June 2015
RESEARCH AND TRAVEL GRANTS	· Swiss Academy of Humanities and Social Sciences (SAGW), travel grant for conference attendance, SFr. 1'000 (�17)	Jun. 2019
	· University of Bern, travel grants for conference and summer school attendance, in total SFr. 4'563 (€4,196)	Feb. 2019 – Jan. 2020
	· University of Bern, research grants, in total SFr. 4'122 (€3,772)	Feb. 2019 – Nov. 2019
	· Helmut-Schmidt-Universität, Hamburg, research grants, in total €71,500	2018
	· Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg, research grants, in total <b>49,590</b>	Nov. 2016 – Apr. 2018
	· Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg, travel grants for conference attendance and research abroad, in total €19,047	May 2015 – Sept. 2018
	· Confucius Institute (孔子学院), graduate scholarship, CN¥85,000 (€10,500)	Sept. 2013 - Mar. 2014
	· Studienstiftung des deutschen Volkes, excellency scholarship, €24,375	Dec. 2007 – Dec. 2009

# SERVICES AND ADMINISTRATION

- · Ad-hoc reviewer for: *Journal of Behavioral Public Administration* (JBPA), *Journal of Public Administration Research and Theory* (JPART), *Public Administration* (PA), and *Public Administration Review* (PAR).
- · Professional Memberships: AoM, ECPR, EGPA, EURAM, IASIA/IIAS, IPSA (officer of RC 29 '*Political Psychology*'), IRSPM (co-chair of P3 '*Behavioral and experimental public administration*'), PMRA.
- · Universität Bern, KPM Center for Public Management: Mid-level faculty representative (deputy) in the *Institute Committee* of the Center for Public Management.
- · Universität Hamburg, Faculty of Education: Board member of governing committee on admission and examinations, *M.A. Higher Education*.
- · Universität Hamburg, Faculty of Business, Economics and Social Sciences: Mid-level faculty representative in the *Faculty Committee* of the Department of Socioeconomics.

Jun. 2017 - Apr. 2018

Dec. 2019 -

- · Universität Hamburg, Faculty of Business, Economics and Social Sciences: Mid-level faculty representative in the *Committee for Teaching and Studies* at the Department of Socioeconomics.
- Jun. 2017 Apr. 2018
- · Universität Hamburg, Faculty of Business, Economics and Social Sciences: Mid-level faculty representative in the *Selection Committee for Professorships* at the Department of Socioeconomics.

Oct. 2017 - Mar. 2018

# ACADEMIC TEACHING

### Universität Bern, KPM Center for Public Management, Bern, Switzerland:

#### · M.A.-level course:

- · 'Empirical research project in administrative science', *M.A. Public Management and Policy*, seminar co-teaching (spring & autumn 2019; class size: 30 students).
- · 'Leadership & Motivation in the public sector', M.A. Public Management and Policy, seminar coteaching (autumn 2019).
- · 'Methods & Rhetoric: Applied research methods', Executive Master of Public Administration (MPA), full lecture teaching (autumn 2019).
- · 'Comparative Public Administration and Public Policy in Europe and Beyond', M.A. Public Management and Policy, seminar co-teaching (spring 2020).

### Helmut-Schmidt-University, Faculty of Economics and Social Sciences, Hamburg, Germany:

#### · M.Sc.-level courses:

- · 'Advanced seminar in international management: Corporate governance from a behavioral perspective', *M.Sc. Business Administration*, full seminar teaching (summer 2018; class size: 30 students).
- · 'Philosophy of science and methods of empirical social research', M.Sc. Business Administration, lecture co-teaching (spring 2018; class size: 120 students).

#### · B.A.-level course:

· 'Planning, decision, control: Normative choice theory', *B.Sc. Business Administration*, lecture coteaching (fall 2018; class size: 240 students).

# Universität Hamburg, Faculty of Business, Economics and Social Sciences, Hamburg, Germany:

#### · M.Sc.-level course:

- · 'Current topics in public management research: Behavioral Public Administration', *M.Sc. Interdisci*plinary Public and Nonprofit Studies, full seminar teaching (fall 2018 & spring 2020; class size: 15 students).
- 'Interdisciplinary master course', *M.Sc. Interdisciplinary Public and Nonprofit Studies*, co-teaching lecture and tutorial (fall 2016; class size: 50 students).

# · B.A.-level courses:

- 'Behavioral public administration: Psychology in public management research', *B.A. Socioeconomics*, full seminar teaching (fall 2017; class size: 25 students).
- · 'Public and nonprofit management', *B.A. Socioeconomics*, lecture and tutorial co-teaching (spring 2015 and 2016, fall 2015 and 2017; class size: 380 students).

ACADEMIC

- · Co-supervised 7 M.A.-theses (7 students) & 11 B.A.-theses (10 students).
- SUPERVISION
- · Currently supervising 1 M.A.-thesis (1 student).