

## CURRICULUM VITAE

### PERSONAL INFORMATION

Kristina S. Weißmüller

\*12.12.1987 in Nürnberg, Germany

German citizenship (Swiss B permit)

Universität Bern

KPM Center for Public Management


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 Google Scholar: <https://scholar.google.de/citations?user=APdmf2UAAAAJ>

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



### MAJOR RESEARCH & TEACHING INTERESTS

- Public sector corruption & motivation
- Public-private partnerships, trust, and cross-sectoral strategic negotiation
- Strategic management, leadership, and choice under risk and complexity
- Behavioral public administration; experimental and psycho-physiological research methods

### EDUCATION

since 02/2019	<b>Habilitation – Venia Docendi in Business Administration</b> ( <i>proposal accepted</i> ), Faculty of Business, Economics and Social Sciences, University of Bern, Switzerland; habilitation thesis: “ <i>Public Sector Corruption: Exploring the Micro-foundations of Bribery and Pro-social Rule-Breaking</i> ”, 1 <sup>st</sup> advisor: Prof. Dr. Adrian Ritz, 2 <sup>nd</sup> advisor: <i>tba</i> , 3 <sup>rd</sup> advisor: <i>tba</i> .
05/2015–12/2018	<b>Dr. rer. pol.</b> ( <i>magna cum laude</i> ; date of defense: <b>30<sup>th</sup> Jan. 2020</b> ), University of Hamburg, Graduate School of the Faculty of Business, Economics and Social Sciences, Germany; PhD thesis: “ <i>Risk in Public Private Partnerships: Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation</i> ”, 1 <sup>st</sup> advisor: Prof. Dr. Rick Vogel, 2 <sup>nd</sup> advisor: Prof. Dr. Andreas Lange.
09/2016–01/2019	<b>M.A. Higher Education</b> ( <i>with distinction / excellent</i> ), University of Hamburg, Faculty of Education, Germany.
09/2011–02/2015	<b>M.Sc. Business Administration</b> , University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany, & 浙江大学 Zhejiang University, Hangzhou, PR China.
10/2007–04/2011	<b>B.Sc. Industrial Engineering &amp; Management</b> , University of Applied Sciences Wedel, Germany, & Edinburgh Napier University, Scotland, United Kingdom.

### ACADEMIC APPOINTMENTS

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

since 02/2020	Postdoc Researcher & Lecturer 1.0 FTE (Chair of Public Management, Prof. Dr. Adrian Ritz)
since 11/2019	MPA Executive Lecturer for Applied Research Methods and Theory
02/2019–01/2020	Research Assistant 0.9 FTE (Chair of Public Management, Prof. Dr. Adrian Ritz)

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

05/2018–01/2019	Research Assistant 0.75 FTE (Chair of Corporate Governance, Prof. Dr. Markus Göbel)
07/2018–01/2019	Research Assistant 0.25 FTE (Chair of Marketing, Prof. Dr. Claudia Fantapié Altobelli)

#### University of Antwerp, Faculty of Applied Economics, Belgium

06/2017; 01/2018	Visiting Researcher (Department of Management)
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#### University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany

since 09/2018	External Lecturer (Department of Socioeconomics)
05/2015–04/2018	Research Assistant, 0.75 FTE (Chair of Public Management, Prof. Dr. Rick Vogel)
04/2014–02/2015	Student Assistant, 0.25 FTE (Institute of Law & Economics, Prof. Dr. Michael Adams)
02/2012–06/2013	Student Assistant, 0.25 FTE (Chair of Marketing & Innovation)

## INSTITUTIONAL RESPONSIBILITIES

- since **2020** Mid-level faculty representative in the *Standing Committee for International Relations*, University of Bern, Switzerland
- 2019–2021** Mid-level faculty representative (deputy) in the *Institute Committee*, KPM Center for Public Management, University of Bern, Switzerland
- 2017–2018** Mid-level faculty representative in the *Selection Committee for Professorships* at the Department of Socioeconomics, Universität Hamburg, Germany
- 2017–2018** Mid-level faculty representative in the *Faculty Committee* of the Department of Socioeconomics, University of Hamburg, Germany
- 2017–2018** Mid-level faculty representative in the *Committee for Teaching and Studies* at the Department of Socioeconomics; University of Hamburg, Germany
- 2016–2018** Board member of *Governing Committee on Admission and Examinations*, Faculty of Education, University of Hamburg, Germany

## RESEARCH PROJECTS

N/A

## SUPERVISION OF JUNIOR RESEARCHERS AT GRADUATE AND POSTGRADUATE LEVEL

### *Dissertation Committees:*

- ongoing* Pavelko, Oleksandr (University of Antwerp, Belgium)

### *Master Theses (\* co-supervision):*

- 2021** Josty, Valentin; Mohammadi, Redda (University of Bern, Switzerland)
- 2020** Matić, Matea\* (University of Bern, Switzerland)
- 2019** Rieger, Vanessa\*; Tüffers, Kevin\* (Helmut Schmidt University, Hamburg, Germany)
- 2018** Büttner, Sabrina\*; Maasland, Christian\* (University of Hamburg, Germany); Grasberger, Benedikt\*; Haß-Heinrich, Laura\* (Helmut Schmidt University, Hamburg, Germany)
- 2016** Dokter, Steven\* (University of Hamburg, Germany)

### *Bachelor Theses (\* co-supervision):*

- 2019** Driemel, Maximilian\*; Hillemacher, Daniel\*; Pütz, Fabian\*; Spielvogel, Lars Thomas\*; Spille, Daniel\* (Helmut Schmidt University, Hamburg, Germany)
- 2018** Enders, Sam\* (Helmut Schmidt University, Hamburg, Germany)
- 2017** Lietz, Barbara Kristina\*; Matscheroth, Laura\*; Nenner, Isabelle\*; Westerich, Sophie\* (University of Hamburg, Germany)

## TEACHING ACTIVITIES

### *Further Education:*

- since **2019** ‘Methods & Rhetoric: Applied research methods’, *Executive Master of Public Administration (MPA)*, full lecture teaching (fall semester; 35 students), University of Bern, Switzerland

### *Master-level Education:*

- 2021** ‘Current topics in PA & PM: Crisis Governance’, *M.A. Public Management and Policy*, seminar co-teaching (spring; 25 students), Universities of Bern, Lausanne, and Lugano, Switzerland
- 2020** ‘Deviant behavior and Corruption in the Public Sector’, *M.Sc. Interdisciplinary Public and Nonprofit Studies*, full seminar teaching (fall; 30 students), University of Hamburg, Germany
- 2020** ‘Behavioral and experimental public management research’, *M.A. Public Management and Policy*, seminar co-teaching (fall; 10 students), Universities of Bern, Lausanne, and Lugano, Switzerland
- 2020** ‘Comparative public administration and public policy in Europe and beyond’, *M.A. Public Management and Policy*, seminar co-teaching (spring; 15 students), Universities of Bern, Lausanne, and Lugano, Switzerland
- since **2019** ‘Research colloquium’, *M.A. Public Management and Policy*, workshop co-teaching (fall), University of Bern, Switzerland
- since **2019** ‘Empirical research project in administrative science’, *M.A. Public Management and Policy*, seminar co-teaching (spring & fall; 30 students), Universities of Bern, Lausanne, and Lugano, Switzerland
- 2019** ‘Leadership & Motivation in the public sector’, *M.A. Public Management and Policy*, seminar co-teaching (fall), Universities of Bern, Lausanne, and Lugano, Switzerland
- 2018** ‘Advanced seminar in international management: Corporate governance from a behavioral perspective’, *M.Sc. Business Administration*, full seminar teaching (spring; 30 students), Helmut Schmidt University, Hamburg, Germany
- 2018** ‘Philosophy of science and methods of empirical social research’, *M.Sc. Business Administration*, lecture co-teaching (spring; 120 students), Helmut Schmidt University, Hamburg, Germany

- since **2018** ‘Current topics in public management research: Behavioral Public Administration’, *M.Sc. Interdisciplinary Public and Nonprofit Studies*, full seminar teaching (fall & spring; 30 students), University of Hamburg, Germany
- 2016** ‘Interdisciplinary master course’, *M.Sc. Interdisciplinary Public and Nonprofit Studies*, co-teaching lecture and tutorial (fall; 50 students), University of Hamburg, Germany

#### **Bachelor-level Education:**

- 2018** ‘Planning, decision, control: Normative choice theory’, *B.Sc. Business Administration*, lecture co-teaching (fall; 240 students), Helmut Schmidt University, Hamburg, Germany
- 2017** ‘Behavioral public administration: Psychology in public management research’, *B.A. Socioeconomics*, full seminar teaching (fall; 25 students), University of Hamburg, Germany
- 2015–2017** ‘Public and nonprofit management’, *B.A. Socioeconomics*, lecture and tutorial co-teaching (spring & fall; 380 students), University of Hamburg, Germany

#### **MEMBERSHIPS IN PANELS, BOARDS, AND INDIVIDUAL SCIENTIFIC REVIEWING ACTIVITIES**

- since **2021** Editorial Board Member of *Social Sciences & Humanities Open*; Co-chair of SIG ‘Public Service Motivation’ of the *International Research Society for Public Management*.
- since **2020** Ad-hoc reviewer for *Public Management Review* (PMR) and *Review of Public Personnel Administration* (ROPPA).
- since **2019** Co-chair and reviewer of panel ‘Behavioral and Experimental Public Administration’ at the *International Research Society for Public Management* (IRSPM) Annual Conference
- since **2018** Ad-hoc reviewer for the Public and Non-profit Division of the Annual Meeting of the Academy of Management (AOM); Ad-hoc reviewer for *Journal of Behavioral Public Administration* (JBPA); Ad-hoc reviewer for *Journal of Public Administration Research and Theory* (JPART); Ad-hoc reviewer for *Public Administration Review* (PAR)
- 2017–2019** Officer of Research Committee 29 ‘Political Psychology’ of *International Political Science Association* (IPSA)
- since **2017** Ad-hoc reviewer for the Public and Non-Profit Management SIG of the European Academy of Management (EURAM); Ad-hoc reviewer for *International Research Society for Public Management* (IRSPM)
- since **2016** Ad-hoc reviewer for *Public Administration* (PA)

#### **ACTIVE MEMBERSHIPS IN SCIENTIFIC SOCIETIES & FELLOWSHIPS IN RENOWNED ACADEMIES**

- Since **2021** Research Fellow of the Public Integrity Research Group (GRIP), Università della Svizzera italiana (USI)
- Since **2021** German Academic Association of Business Research (VHB)
- since **2018** Academy of Management (AoM); Public Management Research Association (PMRA); European Consortium for Political Research (ECPR)
- since **2017** European Academy of Management (EURAM)
- since **2016** European Group for Public Administration (EGPA); International Political Science Association (IPSA); International Research Society for Public Management (IRSPM)

#### **ORGANIZATION OF CONFERENCES, WORKSHOPS, & PANELS**

- since **2021** Co-chair and SIG-panel organizer ‘Public Service Motivation’ at the IRSPM Annual Conference (co-chairin with Prof. Dr. Adrian Ritz, Prof. Dr. Gene Brewer, & Prof. Dr. Wouter Vandenabeele).
- 2019–2021** Co-chair and panel organizer ‘Behavioral and experimental public administration’ at the IRSPM Annual Conference (co-chairing with Prof. Dr. Oliver James, Prof. Dr. Stephan Grimmelikhuijsen, Prof. Dr. Sebastian Jilke, Prof. Dr. Sharon Gilad, & Prof. Dr. Gregg G. Van Ryzin)
- 2019** Co-chair and organizer of Topic 4 ‘Behavioral Public Administration & Accounting’ in SIG 11: Public and Non-Profit Management at the EURAM Annual Conference (co-chairing with Dr. Tobias Polzer)

#### **PRIZES, AWARDS, & FELLOWSHIPS (COMPETITIVE)**

- 2020–2021** Mentee of the COMET Excellency Career Program, University of Bern, **SFr. 3’600**
- 2020–2021** Young scientists’ fund for personnel resources (KfG-WISO), University of Bern, **SFr. 21’050**
- 2019–2020** Mentee of the WiSo Mentoring Program, University of Bern, **SFr. 2’000**
- 2019** Swiss Academy of Humanities and Social Sciences (SAGW), travel grant, **SFr. 1’000**
- 2019–2021** Travel grants for conference and summer school attendance, University of Bern, in total **SFr. 6’260**
- 2019–2020** Research grants, University of Bern, in total **SFr. 15’322**
- 2018–2020** Research grants, Helmut-Schmidt-Universität, Hamburg, in total **€71,500**
- 2016–2018** Research grants, WISO Graduate School, University of Hamburg, in total **€9,590**
- 2018** Best Paper Award, *EURAM 2018 SIG Public and Non-Profit Management*
- 2015–2018** Grants for conference attention & research abroad, University of Hamburg, WISO Graduate School, **€19,047**

2015	Best Poster Award of the <i>Summer Interactive Symposium – Research 2.0</i> , Concordia University, Montreal
2013–2014	Graduate Merit Scholarship, Confucius Institute (孔子学院), CN ¥85,000
2007–2009	Excellency scholarship, Studienstiftung des deutschen Volkes, €24,375
2005	ProSieben Science Research Award, 1 <sup>st</sup> Prize Junior Solo National, €15,000

## PERSONAL SKILLS & COMPETENCES

### Programming:

- Statistics: MLwiN3, R, SmartPLS, SPSS, STATA
- Experimental: HTML, Limesurvey, Millisecond, Qualtrics, Unipark, zTree
- Office: LaTeX, Microsoft Office (Excel, PowerPoint, Word), InDesign, Markdown
- Audiovisual: Audacity, Camtasia, Gimp, Inkscape, OBS Studio, Shotcut,

## RESEARCH OUTPUT

\* Asterisk indicates research output related to doctoral research project.

### PEER-REVIEWED PUBLICATIONS IN INTERNATIONAL SCIENTIFIC JOURNALS

- De Waele, L., **Weißmüller, K.S.**, & van Witteloostuijn, A. (forthcoming). 'Bribery and the role of public service motivation and social value orientation. A multi-site experimental study in Belgium, Germany, and the Netherlands.' *Frontiers in Psychology*, (3-yr IF: 2.798; VHB-Jourqual 3: N/A).
- \* **Weißmüller, K.S.** (2021). 'Publicness and Micro-Level Risk Behaviour – Experimental evidence on stereotypical discounting behaviour.' *Public Administration Review*, <https://doi.org/10.1080/14719037.2020.1862287> (3-yr IF: 6.347; VHB-Jourqual 3: B).
- \* **Weißmüller, K.S.**, De Waele, L., & van Witteloostuijn, A. (2020). 'Public Service Motivation and Prosocial Rule-Breaking – An international vignettes study in Germany, Belgium, and the Netherlands.' *Review of Public Personnel Administration*, <https://doi.org/10.1177/0734371X20973441> (3-yr IF: 4.946; VHB-Jourqual 3: N/A).
- \* **Weißmüller, K.S.** & Vogel, R. (2020). 'Sector-specific Associations, Trust, and Survival of PPPs: A behavioral experiment based on the Centipede Game.' *Journal of Public Administration Research and Theory*, <https://doi.org/10.1093/jopart/muaa050> (3-yr IF: 4.409; VHB-Jourqual 3: A).
- Weißmüller, K. S.** (2020). 'Lehren als zentrale Aufgabe der Wissenschaft: Drei Thesen zu Ideal und Realität.' *Impact Free: Journal für freie Bildungswissenschaftler* 32: 1-8, <https://doi.org/10.25592/impactfree32>. (3-yr IF: N/A; VHB-Jourqual 3: N/A)
- Weißmüller, K. S.** (2020). 'Zwei Thesen zum disruptiven Potenzial von OER für öffentliche Hochschulen.' *Impact Free: Journal für freie Bildungswissenschaftler* 28: 1-9, <https://doi.org/10.25592/impactfree28> (3-yr IF: N/A; VHB-Jourqual 3: N/A).
- Fiedler, I., Kairouz, S., Costes, J.-M. & **Weißmüller, K.S.** (2019). 'Gambling Spending and Its Concentration on Problem Gamblers.' *Journal of Business Research* 98 (5): 82-91, <https://doi.org/10.1016/j.jbusres.2019.01.040> (3-yr IF: 4.476; VHB-Jourqual 3: B).
- De Waele, L. & **Weißmüller, K.S.** (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, [http://vtom.be/table\\_of\\_content.aspx?sy=2019&pn=2](http://vtom.be/table_of_content.aspx?sy=2019&pn=2) (3-yr IF: N/A; VHB-Jourqual 3: N/A).

### PEER-REVIEWED BOOKS & MONOGRAPHS

- \* **Weißmüller, K.S.** (2020). '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*, 1<sup>st</sup> advisor: Prof Dr. Rick Vogel, 2<sup>nd</sup> advisor: Prof. Dr. Andreas Lange.
- Weißmüller, K.S.** (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*, 1<sup>st</sup> advisor: Prof. Dr. K. Mayerberger, 2<sup>nd</sup> advisor: Prof. Dr. C. Bohndick. [doi.org/10.25592/uhhfdm.119](https://doi.org/10.25592/uhhfdm.119).

### PEER-REVIEWED CONFERENCE PAPERS

- Seidemann, I., & **Weißmüller, K.S.** (2021). 'Flipping the Coin: A SLR on Causes and Consequences of Workforce Homogeneity in the Public Sector.' *accepted for presentation at the 81<sup>st</sup> Annual Meeting of the Academy of Management (AoM)*, 29.07.-04.08.2021, online.
- Weißmüller, K.S.**, De Waele, L., van Witteloostuin, A., et al. (2021). 'Client discrimination by bureaucratic rule breaking – A multi-country experimental study on the role of politico-administrative traditions', *accepted for presentation at Public Management Research Conference, University of Hawai'i at Mānoa*, 23.-26.06.2021, online.

- De Waele, L., **Weißmüller, K.S.**, van Witteloostuin, A., *et al.* (2021). 'Regimes of Rule Breaking – A 14-country experimental study on the relation of politico-administrative traditions with client discrimination in bureaucracies', *accepted for presentation at the Social Equity and Public Administration: The Behavioral Perspective at the School of Public Affairs, American University, 30.04.-01.05.2021, Washington, D.C., & online.*
- Weißmüller, K.S.**, De Waele, L., van Witteloostuijn, A., Ritz, A., Christensen, R., Su, Tsai-Tsu, & Walker, R. (2021). 'Corruptibility and Moral Disengagement: Behavioral Evidence on Asymmetries across Public, Private, and Hybrid Contexts', *23<sup>rd</sup> International Research Society on Public Management (IRSPM) Conference, P3 Behavioral and Experimental Public Management, 20.04.-23.04.2021, online.*
- Ritz, A., **Weißmüller, K.S.**, & Meynhardt, T. (2021). 'Public Value at Crosspoints: A Comparative Study on Employer Attractiveness of Public, Private, and Nonprofit Organizations', *23<sup>rd</sup> International Research Society on Public Management (IRSPM) Conference, P25 Public Service Motivation, 20.04.-23.04.2021, online.*
- Weißmüller, K.S.**, Bouwman, R., & Vogel, R. (2020). 'Satisficing or Maximizing in Public-Private Partnerships? A laboratory experiment on strategic negotiation', *Public Administration Review Symposium Conference - Decision-Making in Public Organizations: The continued relevance of "Administrative Behavior", 5.-6.12.2020, London, United Kingdom & online.*
- Weißmüller, K.S.**, van Witteloostuijn, A., Ritz, A., *et al.* (2020). 'Tolerating Bribery in Public, Private, and Hybrid Organizations. Behavioral Evidence from four Replication Studies', *Four Fridays for Corruption: Bribery, Anti-social Behaviour and Local Governance, 27.11.2020, University College London, United Kingdom & online.*
- Ritz, A., Meynhardt, T., & **Weißmüller, K.S.** (2020). 'The public value of public organizations.' *European Group for Public Administration (EGPA) Annual Conference, PSG III Public Personnel Management, 04.09.-06.09.2020, Budapest, Hungary.*
- Weißmüller, K.S.**, van Witteloostuijn, A., De Waele, L., *et al.* (2020). 'Tolerating Bribery in Public, Private, and Hybrid Organizations – Behavioral Evidence from a Nine-country Multi-lab Experimental Study', *Accepted for presentation at the 24<sup>th</sup> International Public Management Network (IPMN) Conference, 8.-10.07.2020, Seoul National University (SNU), South Korea.*
- Weißmüller, K.S.**, 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.' *International Research Society on Public Management (IRSPM) Conference Panel Meeting, P3 Behavioral and Experimental Public Management, 22.04.-24.04.2020, online.*
- Ritz, A., Steijn, A. J. (Bram), **Weißmüller, K.S.**, & Kerstin Alfes (2020). 'Critical life events as antecedents of public employees' engagement and burnout.' *Accepted for presentation at the 23<sup>rd</sup> International Research Society on Public Management (IRSPM) Conference, P42 SIG Public Service Motivation, 22.04.-24.04.2020, Tampere, Finland.*
- Ritz, A., **Weißmüller, K.S.**, 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.S.**, & Kerstin Alfes (2019). 'Critical life events as antecedents of public employees' engagement and burnout.' *European Group for Public Administration (EGPA) Annual Conference, PSG III Public Personnel Management, 11.09.-13.09.2019, Belfast, Northern Ireland, GB.*
- Weißmüller, K.S.** & Ritz, A. (2019). 'New Public Management in Higher Education – Exploring the role of neo-classical vs. Public value-oriented paradigms of leadership with senior executives across 18 European countries.' *European Group for Public Administration (EGPA) Annual Conference, PSG XX Behavioral Public Administration, 11.09.-13.09.2019, Belfast, Northern Ireland, GB.*
- \* **Weißmüller, K.S.**, Bouwman, R., & Vogel, R. (2019). 'Strategic Negotiation Behavior in Public-Private Partnerships.' *VHB Pfingsttagung, WK ÖBWL, 13.-14.06.2019, Rostock, Germany.*
- De Waele, L., **Weißmüller, K.S.**, 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.*
- \* **Weißmüller, K.S.**, 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 Behavioral Public Administration, 05.09.-07.09.2018, Lausanne, Switzerland.*
- \* **Weißmüller, K.S.**, 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.*
- \* De Waele, L., **Weißmüller, K.S.**, & van Witteloostuijn, A. (2018). 'The Paradox of Public Bureaucracies: Discriminatory bureaucrats in non-discriminatory bureaucracies.' *78<sup>th</sup> Annual Meeting of the Academy of Management (AoM), 10.08.-14.08.2018, Chicago, Illinois, USA.*
- \* De Waele, L., **Weißmüller, K.S.**, & 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.*

- Weißmüller, K.S. (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.*
- \* **Weißmüller, K.S. & 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, Scotland, GB.*
- \* **Weißmüller, K.S. (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.S. & 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.*
- \* **Weißmüller, K.S. (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.*
- \* **Weißmüller, K.S. (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.*
- \* **Weißmüller, K.S. (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.*
- Weißmüller, K.S. (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.S. (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 of the Behavioral Public Administration Study Group, 24.-26.08.2016, Utrecht, Netherlands.*
- \* **Weißmüller, K.S. (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.S. (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.*

## CONTRIBUTIONS TO BOOKS

- Weißmüller, K.S. (2021).** ‘Krisenmodus! Motivation und Identifikation bei befristet Beschäftigten?’. In Adrian Ritz, Rudolf Blankart, Claus Jacobs, Andreas Lienhard, Doina Radulescu, & Fritz Sager (Eds.), *Praxisfälle zu Public Management und Verwaltungswissenschaft – Ein multidisziplinärer Ansatz mit konzeptionellen Bausteinen*, XX-XX, ISBN: 978-3-658-31067-7, Wiesbaden: Springer-Gabler.
- Weißmüller, K.S. & Künzler, P. (2021).** ‘Vernetzt kompetent: Grundlagen des Netzwerks- und Kooperationsmanagements für die öffentliche Verwaltung’. In Adrian Ritz, Rudolf Blankart, Claus Jacobs, Andreas Lienhard, Doina Radulescu, & Fritz Sager (Eds.), *Praxisfälle zu Public Management und Verwaltungswissenschaft – Ein multidisziplinärer Ansatz mit konzeptionellen Bausteinen*, XX-XX, ISBN: 978-3-658-31067-7, Wiesbaden: Springer-Gabler.

## PATENTS AND LICENSES

N/A

## ORAL CONTRIBUTIONS TO INTERNATIONAL CONFERENCES

- Seidemann, I., & **Weißmüller, K.S. (2021).** ‘Flipping the Coin: A SLR on Causes and Consequences of Workforce Homogeneity in the Public Sector.’ *accepted for presentation at the 81<sup>st</sup> Annual Meeting of the Academy of Management (AoM), 29.07.-04.08.2021, online.*
- Weißmüller, K.S., De Waele, L., van Witteloostuin, A., et al. (2021).** ‘Client discrimination by bureaucratic rule breaking – A multi-country experimental study on the role of politico-administrative traditions’, *accepted for presentation at Public Management Research Conference, University of Hawai’i at Mānoa, 23.-26.06.2021, online.*
- De Waele, L., **Weißmüller, K.S., van Witteloostuin, A., et al. (2021).** ‘Regimes of Rule Breaking – A 14-country experimental study on the relation of politico-administrative traditions with client discrimination in bureaucracies’, *accepted for presentation at the Social Equity and Public Administration: The Behavioral Perspective at the School of Public Affairs, American University, 30.04.-01.05.2021, Washington, D.C., & online.*
- Weißmüller, K.S., Bouwman, R., & Vogel, R. (2020).** ‘Satisficing or Maximizing in Public-Private Partnerships? A laboratory experiment on strategic negotiation’, *Public Administration Review Symposium Conference - Decision-*



*Making in Public Organizations: The continued relevance of "Administrative Behavior"*, 5.-6.12.2020, London, United Kingdom & online.

- Weißmüller, K.S.**, van Witteloostuijn, A., Ritz, A., et al. (2020). 'Tolerating Bribery in Public, Private, and Hybrid Organizations. Behavioral Evidence from four Replication Studies', *Four Fridays for Corruption: Bribery, Anti-social Behaviour and Local Governance*, 27.11.2020, University College London, United Kingdom & online.
- Ritz, A., Meynhardt, T., & **Weißmüller, K.S.** (2020). 'The public value of public organizations.' *European Group for Public Administration (EGPA) Annual Conference, PSG III Public Personnel Management*, 04.09.-06.09.2020 (online panel sessions due to Covid-19 pandemic), Budapest, Hungary.
- Weißmüller, K.S.**, van Witteloostuijn, A., De Waele, L., et al. (2020). 'Tolerating Bribery in Public, Private, and Hybrid Organizations – Behavioral Evidence from a Nine-country Multi-lab Experimental Study', *Accepted for presentation at the 24<sup>th</sup> International Public Management Network (IPMN) Conference*, 8.-10.07.2020 (online panel sessions due to Covid-19 pandemic), Seoul National University (SNU), South Korea.
- Weißmüller, K.S.**, 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.' *23<sup>rd</sup> International Research Society on Public Management (IRSPM) Conference, P3 Behavioral and Experimental Public Management (online panel sessions due to Covid-19 pandemic)*, 22.04.-24.04.2020, Tampere, Finland.
- Ritz, A., Steijn, A. J. (Bram), **Weißmüller, K.S.**, & Kerstin Alfes (2020). 'Critical life events as antecedents of public employees' engagement and burnout.' *23<sup>rd</sup> International Research Society on Public Management (IRSPM) Conference, P42 SIG Public Service Motivation (online panel sessions due to Covid-19 pandemic)*, 22.04.-24.04.2020, Tampere, Finland.
- Ritz, A., **Weißmüller, K.S.**, 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.S.**, & 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, GB.
- Weißmüller, K.S.** & Ritz, A. (2019). 'New Public Management in Higher Education – Exploring the role of neo-classical vs. Public value-oriented paradigms of leadership with senior executives across 18 European countries.' *European Group for Public Administration (EGPA) Annual Conference, PSG XX*, 11.09.-13.09.2019, Belfast, Northern Ireland, GB.
- \* **Weißmüller, K.**, Bouwman, R., & Vogel, R. (2019). 'Strategic Negotiation Behavior in Public-Private Partnerships.' *VHB Pfingsttagung, WK ÖBWL*, 13.-14.06.2019, Rostock, Germany.
- De Waele, L., **Weißmüller, K.S.**, 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.
- \* **Weißmüller, K.S.**, 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.S.**, 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.
- \* De Waele, L., **Weißmüller, K.S.**, & van Witteloostuijn, A. (2018). 'The Paradox of Public Bureaucracies: Discriminatory bureaucrats in non-discriminatory bureaucracies.' *78<sup>th</sup> Annual Meeting of the Academy of Management (AoM)*, 10.08.-14.08.2018, Chicago, Illinois, USA.
- \* De Waele, L., **Weißmüller, K.S.**, & 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.
- Weißmüller, K.S.** (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.
- \* **Weißmüller, K.S.** & 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, Scotland, GB.
- \* **Weißmüller, K.S.** (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.S.** & 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.

- \* **Weißmüller, K.S. (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.
- \* **Weißmüller, K.S. (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.
- \* **Weißmüller, K.S. (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.S. (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.
- Weißmüller, K.S. (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.S. (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.S. (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.S. (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.S. (2015).** ‘A Neuro-economic Perspective on Social Gaming and Social Gambling’, Best Poster Award, *Summer Interactive Symposium – Research 2.0, Research Chair on Gambling, Concordia University*, 08.-11.06.2015, Montréal (Quebec), Canada.

## OUTREACH ACTIVITIES

- Reviewer & Selection Committee member for *Jugend forscht*, Regionalwettbewerb Mittelfranken, Germany, 2015
- Reviewer & Selection Committee member for *Schüler experimentieren*, Regionalwettbewerb Mittelfranken, Germany, 2015

## GENERAL CONTRIBUTIONS TO SCIENCE

- since **Corruption in the Public Sector (CorPuS) – A multi-national research network** ([www.corpus-project.org](http://www.corpus-project.org)).
- 01/2018** Principal investigators and initiators: **Kristina S. Weißmüller**, Lode De Waele & Arjen van Witteloostuijn. Other researchers: Catherine Althaus, Robert K. Christensen, Ting Gong, Dennis Hilgers, Fabian Homberg, Mei-Jun Hung, Sangmook Kim, Kristoffer Koltveit, Ming-Feng Kuo, Jenny Lewis, Liang Ma, Fabio Monteduro, Janine O’Flynn, Guillem Ripoll Pascual, Adrian Ritz, Lisa Schmidhuber, Dong Chul Shim, Tsai-tsu Su, Jeannette Taylor, Wenyan Tu, Richard Walker, Sunny L. Yang.
- 07/2018–** **Public Service Motivation in University Students – A multi-wave study on the role of PSM as a success**
- 01/2021** **factor in higher education** (research project). Principal investigators: Kristina S. Weißmüller & Claudia Fantapié Altobelli. Other collaborators: Nadja Breckau, Poorya Khazaeinejad, Nicole Lewin, Carmen Otto.
- 05/2015–** **Risk in Public Private Partnerships – Behavioral experiments on Risk Preference, Risk Perception, and**
- 12/2018** **Risk Participation.** Original doctorate research project. Principal investigators: Kristina S. Weißmüller & Rick Vogel. Other collaborator: Robin Bouwman.

## OTHER ARTEFACTS WITH DOCUMENTED USE

N/A

## SUBMITTED BUT NOT YET ACCEPTED/PUBLISHED PUBLICATIONS

- Seidemann, I., & **Weißmüller, K.S. (2021).** ‘Conceptual Foundations of Workforce Homogeneity in the Public Sector. Systematic Review on Causes, Consequences, and Blind Spots.’ *Public Management Review (under review; 3-yr IF: 6.347; VHB-Jourqual 3: B)*.
- Ritz, A., **Weißmüller, K.S.**, & Meynhardt, T. (2021). ‘Public Value at Crosspoints: A Comparative Study on Employer Attractiveness of Public, Private, and Nonprofit Organizations.’ *Review of Public Personnel Administration (revise & resubmit; 3-yr IF: 4.946; VHB-Jourqual 3: N/A)*.
- \* **Weißmüller, K.S.**, Bouwman, R., & Vogel, R. (2019). ‘Negotiation in Public-Private Partnerships – A laboratory experiment on context and domain.’ *Public Administration Review (under review; 3-yr IF: 5.357; VHB-Jourqual 3: B)*.
- Weißmüller, K.S.**, & De Waele, L. (2019). ‘Would you bribe your lecturer? A quasi-experimental Study on Burnout and Bribery in Higher Education.’ *Research in Higher Education (major revision; 3-yr IF: 2.207; VHB-Jourqual 3: N/A)*.



- Weißmüller, K.S. (2018).** 'Return of the Behavioral Paradigm? A Systematic Review of Nudging in Higher Education.' *Working paper prepared for Higher Education Quarterly (revise & resubmit; 3-yr IF: 1.435; VHB-Jourqual 3: N/A).*
- Weißmüller, K.S. (2018).** '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; VHB-Jourqual 3: N/A).*

#### UNPUBLISHED WORK

- Weißmüller, K.S. (in preparation).** 'Public Sector Corruption. Exploring the micro-foundations of bribery and prosocial rule-breaking.' *Cumulative habilitation thesis for Venia docendi in Business Studies at the Faculty of Economics and Social Sciences, Universität Bern, Switzerland.*