

	*12.12.1987 in Nürnberg, Germany	
CONTACT	Universität Bern KPM Center for Public Management Schanzeneckstrasse 1, CH-3001 Bern, Switzerland Office: +41 (0)31 631 47 68 E-mail: kristina.weissmueller@kpm.unibe.ch & kristina.weissmueller@uni-hamburg.de Homepage: http://www.ksweissmueller.com/	
RESEARCH INTERESTS	<ul style="list-style-type: none"> · Public sector corruption & motivation. · 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 <ul style="list-style-type: none"> · Research Associate & Executive Lecturer Feb. 2019 – Jan. 2022 Helmut Schmidt University, Faculty of Economics and Social Sciences, Germany <ul style="list-style-type: none"> · Research Assistant (Chair of Corporate Governance & Corporate Theories) May 2018 – Jan. 2019 · Research Assistant (Chair of Marketing) July 2018 – Jan. 2019 University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany <ul style="list-style-type: none"> · 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 <ul style="list-style-type: none"> · Visiting Researcher (Department of Management) Oct. 2017 & Jan. 2018 	
EDUCATION	University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany <ul style="list-style-type: none"> · Dr. rer. pol. (<i>defense pending</i>) May 2015 – Jan. 2019 Dissertation project: “<i>Risk in Public Private Partnerships (PPPs): Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation</i>” · M.Sc. Business Administration Mar. 2011 – Sept. 2014 University of Hamburg, Faculty of Education, Germany <ul style="list-style-type: none"> · M.A. Higher Education (<i>with distinction</i>) Oct. 2016 – Jan. 2019 浙江大学 Zhejiang University, Hangzhou, PR China <ul style="list-style-type: none"> · Visiting master student: Chinese Studies and International Business Aug. 2013 – Feb. 2014 Edinburgh Napier University, Edinburgh, GB <ul style="list-style-type: none"> · Visiting bachelor student Sept. 2009 – Mar. 2010 University of Applied Sciences, Wedel, Germany <ul style="list-style-type: none"> · B.Sc. Industrial Engineering & Management Oct. 2007 – Mar. 2011 Christoph-Jacob-Treu Gymnasium, Lauf a. d. Pegnitz, Germany <ul style="list-style-type: none"> · Abitur (<i>general qualification for university entrance; A-levels</i>) Oct. 1998 – Jul. 2007 	
PROGRAMMING	<ul style="list-style-type: none"> · Statistics: STATA, SPSS, R, MLwiN3 · Experimental: Limesurvey, Millisecond, Qualtrics, Unipark, z-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).	

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| RESEARCH PROJECTS | <p>3. PUBLIC SECTOR CORRUPTION (CORPUS) Jan. 2018 – Jan. 2022
 A multi-country experimental study
 · <i>Principal researcher & project manager together with:</i> Lode De Waele & Arjen van Witteloostuijn.
 · <i>Other Collaborators:</i> 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 Schmidhuber, Dong Chul Shim, Tsai-tsu Su, Jeannette Taylor, Wenyan Tu, Richard Walker, Litanqing Yang.</p> <p>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
 · <i>Principal researcher & project manager together with:</i> Claudia Fantapié Altobelli
 · <i>Other Collaborators:</i> Nadja Breckau, Poorya Khazaeinejad, Nicole Lewin, Carmen Otto</p> <p>1. RISK IN PUBLIC PRIVATE PARTNERSHIPS May 2015 – Dec. 2018
 Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation
 · <i>Principal researcher.</i>
 · <i>Collaborators:</i> Rick Vogel & Robin Bouwman.</p> |
| SCIENTIFIC ARTICLES | <p>20. Fiedler, I., Kairouz, S., Costes, J.-M. & Weißmüller, K. (2019). 'Gambling Spending and Its Concentration on Problem Gamblers.' <i>Journal of Business Research</i> 98 (5): 82-91 (3-yr IF: 4.476) doi.org/10.1016/j.jbusres.2019.01.040.</p> <p>19. De Waele, L. & Weißmüller, K. (2019) 'Over de bureaucratische paradox en de effecten van Public Service Motivation op corruptie.' <i>Vlaams Tijdschrift voor Overheidsmanagement (Flemish Journal of Public Management)</i> 24 (2): 43-56 http://vtom.be/table_of_content.aspx?sy=2019&pn=2.</p> <p>18. Weißmüller, K. (2017). 'PUBLICNESS AND MICRO-LEVEL RISK BEHAVIOUR – Experimental evidence on a stereotypical discounting behaviour.' <i>Public Management Review</i> (revise & resubmit, 3-yr IF: 3.394).</p> <p>17. Weißmüller, K. (2017). 'Return of the Behavioral Paradigm? A Systematic Review of Nudging in Higher Education.' <i>Higher Education Quarterly</i> (under review; 3-yr IF: 1.435).</p> <p>16. Weißmüller, K. (2017) 'Effective leadership in higher education – ten years later: a contemporary literature review.' <i>Journal of Further and Higher Education</i> (revise & resubmit, 3-yr IF: 0.882).</p> <p>15. Weißmüller, K. & Vogel, R. (2018) 'TRUST IN PPPs – A behavioral framing experiment on the effect of 'publicness' on strategic behavior in PPPs.' <i>Journal of Public Administration Research and Theory</i> (revise & resubmit, 3-yr IF: 4.409).</p> <p>14. Weißmüller, K., & De Waele, L. 'Would you bribe your lecturer? An international replication study on burnout and corruption in higher education.' <i>Research in Higher Education</i> (revise & resubmit, 3-yr IF: 2.207).</p> <p>13. 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.' <i>Review of Public Personnel Administration</i> (revise & resubmit, 3-yr IF: 3.327).</p> <p>12. Seidemann, I. & Weißmüller, K. (2020). 'Causes and Consequences of Workforce Homogeneity in the Public Sector - A Systematic Review and Call for Research.' <i>Perspectives on Public Management and Governance</i> (under review).</p> |
| WORK IN PROGRESS | <p>11. Weißmüller, K., van Witteloostuijn, A., De Waele, L. & <i>et al.</i> 'REGIMES OF RULE BREAKING - A 15-country experimental study on the effect of politico-administrative traditions on deviant behavior.' <i>Working paper prepared for Public Administration Review</i> (3-yr IF: 5.357).</p> <p>10. Weißmüller, K., van Witteloostuijn, A., De Waele, L. & <i>et al.</i> 'CORRUPTION IN PUBLIC, PRIVATE, AND HYBRID ORGANIZATIONS - Behavioral Evidence on the Context Dependency of Tolerating</p> |

Bribery from a 10-country Experimental Study.' *Working paper prepared for Journal of Management* (3-yr IF: 12.182).

9. **Weißmüller, K.**, Bouwman, R., & Vogel, R. 'NEGOTIATION IN PUBLIC-PRIVATE PARTNERSHIPS – A laboratory experiment on context, domain, and PSM.' *Working paper*.
8. **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).
7. 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).
6. **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).
5. 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).
4. De Waele, L., **Weißmüller, K.**, van Witteloostuijn, A., & Vanderstraeten, J. 'Connecting Bribery, Public Service Motivation, and Social Value Orientation. A multi-site experimental study in Belgium, Germany and the Netherlands.' *Working paper prepared for Journal of Business Ethics* (3-yr IF: 4.764).
3. **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).
2. **Weißmüller, K.** 'Activation of Negativity toward the Public Sector: The Role of Prior Work Experience.' *Working paper prepared for International Journal of Public Sector Management* (3-yr IF: 0.889).
1. **Weißmüller, K.**, Fiedler, I., Rumpf, H.-J., Bischof, A., John, U., & Meyer, C. 'Delay and Probability Discounting in Pathological Gamblers with and without a History of Mental Disorder.' *Working paper prepared for Psychopharmacology (Berl.)* (3-yr IF: 3.454).

OTHER PUBLICATIONS

2. **Weißmüller, K.** (2019). '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>.

CONFERENCE PRESENTATIONS & PAPERS

24. **Weißmüller, K.**, van Witteloostuijn, A., De Waele, L. & Ritz, A. (2019) '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*.

21. 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, Republic of Ireland.*
20. **Weißmüller, K.** & 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, Republic of 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.' *23rd 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.*
16. **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.' *22nd 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.*
10. **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.' *21st 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.*

6. **Weißmüller, K.** (2016). 'Time perceptions and cross-sectoral team efficiency: Experimental evidence on sector-specific delay discounting behavior.' *2016 IIAS-IIASA 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.*
4. **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.*
3. **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 24th World Congress of Political Sciences, 23.-28.07.2016, Poznan, Poland.*
2. **Weißmüller, K.** (2016). 'Asymmetries in risk preferences and risk behavior between public and private sector employees: Experimental evidence on sector-specific probability discounting.' *20th International Research Society on Public Management (IRSPM) Conference 2016, 13.-15.04.2016, Hong Kong, PR China.*
1. **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. 3,144 (€3,877)	Feb. 2019 – Nov. 2019
	· 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	Feb. 2019 – Jan. 2021
	· Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg, research grants, in total €9,590	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: <i>Journal of Behavioral Public Administration</i> (JBPA), <i>Journal of Public Administration Research and Theory</i> (JPART), <i>Public Administration</i> (PA), and <i>Public Administration Review</i> (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.	
	· University of Hamburg, Faculty of Education: Board member of governing committee on admission and examinations, <i>M.A. Higher Education</i> .	Oct. 2016 – Oct. 2018
	· University of Hamburg, Faculty of Business, Economics and Social Sciences: Mid-level faculty representative in the <i>Faculty Committee</i> of the Department of Socioeconomics.	Jun. 2017 – Apr. 2018
	· University of Hamburg, Faculty of Business, Economics and Social Sciences: Mid-level faculty representative in the <i>Committee for Teaching and Studies</i> at the Department of Socioeconomics.	Jun. 2017 – Apr. 2018

- University of Hamburg, Faculty of Business, Economics and Social Sciences: Oct. 2017 – Mar. 2018
Mid-level faculty representative in the *Selection Committee for Professorships* at the Department of Socioeconomics.

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 co-teaching (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 co-teaching (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. Interdisciplinary Public and Nonprofit Studies*, full seminar teaching (fall 2018; 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
SUPERVISION

- Co-supervised 7 *M.A.*-theses (7 students) & 11 *B.A.*-theses (10 students).
- Currently supervision 1 *M.A.*-these (1 student).