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| | *12.12.1987 in Nürnberg, Germany | |
| CONTACT | Universität Bern KPM Center for Public Management Schanzeneckstrasse 1, CH-3012 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 | · 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 · Postdoctoral Researcher Feb. 2019 – Jan. 2022 Helmut Schmidt University, Faculty of Economics and Social Sciences, Germany · 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 · 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. (<i>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 · M.A. Higher Education (<i>with distinction</i>) 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 (<i>general qualification for university entrance; A-levels</i>) Oct. 1998 – Jul. 2007 | |
| PROGRAMMING | · Statistics: STATA, SPSS, R · 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>18. 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>17. 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>16. Weißmüller, K. (2017). 'PUBLICNESS AND MICRO-LEVEL RISK BEHAVIOUR – Experimental evidence on a stereotypical discounting behaviour.' <i>Public Management Review</i> (under review, 3-yr IF: 3.394).</p> <p>15. Weißmüller, K. (2017). 'Return of the Behavioral Paradigm? The Discourse on Nudging in Higher Education Research.' <i>Higher Education Research & Development</i> (revise & resubmit; 3-yr IF: 1.619).</p> <p>14. 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>13. 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>12. 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> (under review, 3-yr IF: 2.207).</p> <p>11. Weißmüller, K., Bouwman, R., & Vogel, R. 'NEGOTIATION IN PUBLIC-PRIVATE PARTNERSHIPS – A laboratory experiment on context, domain, and PSM.' <i>Journal of Public Administration Research and Theory</i> (under review, 3-yr IF: 4.409)</p> |
| WORK IN PROGRESS | <p>10. 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.' <i>Working paper</i>.</p> <p>9. Ritz, A., A. J. (Bram) Steijn, Weißmüller, K., & Kerstin Alfes (2019). 'Critical life events as antecedents of public employees' engagement and burnout.' <i>Working paper</i>.</p> <p>8. 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>Working paper prepared for Administrative Science Quarterly</i> (3-yr IF: 5.878).</p> |

7. **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).
 6. Van de Walle, S. & **Weißmüller, K.** (2018) 'Motivating civil servants – intrinsic or extrinsic mechanisms?' *Working paper prepared for Public Administration* (3-yr IF: 2.959).
 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).
- CONFERENCE PRESENTATIONS & PAPERS
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 (accepted for presentation) 'Elevating Public Service Motivation' Conference at Brigham Young University, 25.-28.09.2019, Aspen Grove, Sundance, UT, USA.*
 21. Ritz, A., A. J. (Bram) Steijn, **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.-13.09.2018, 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.-13.09.2018, 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-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.
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.

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| 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 | · Research grants, Helmut-Schmidt-Universität, Hamburg, in total €71,500 | Feb. 2019 – Jan. 2021 |
| | · Research grants, Graduate School of the Faculty of Business, Economics and Social Sciences, University of Hamburg, in total €9,590 | Nov. 2016 – Apr. 2018 |
| | · Travel grants for conference attendance and research abroad, WiSo Graduate School, University of Hamburg, in total €19,047 | May 2015 – Sept. 2018 |

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| | <ul style="list-style-type: none"> · Graduate scholarship, Confucius Institute (孔子学院), CNY¥85,000 (€10,500) · Excellency scholarship, Studienstiftung des deutschen Volkes, €24,375 | <p>Sept. 2013 – Mar. 2014</p> <p>Dec. 2007 – Dec. 2009</p> |
| SERVICES AND ADMINISTRATION | <ul style="list-style-type: none"> · 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 P2 ‘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>. · 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. · 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. · University of Hamburg, Faculty of Business, Economics and Social Sciences: Mid-level faculty representative in the <i>Selection Committee for Professorships</i> at the Department of Socioeconomics. | <p>Oct. 2016 – Oct. 2018</p> <p>Jun. 2017 – Apr. 2018</p> <p>Jun. 2017 – Apr. 2018</p> <p>Oct. 2017 – Mar. 2018</p> |
| ACADEMIC TEACHING | <p>Universität Bern, KPM Center for Public Management, Bern, Switzerland:</p> <ul style="list-style-type: none"> · M.A.-level course: <ul style="list-style-type: none"> · ‘Empirical research project in administrative science’, <i>M.A. Public Management and Policy</i>, seminar co-teaching (spring & autumn 2019; class size: 30 students). · ‘Leadership & Motivation in the public sector’, <i>M.A. Public Management and Policy</i>, seminar co-teaching (autumn 2019). · ‘Methods & rhetoric: Applied research methods’, <i>Executive Master of Public Administration (MPA)</i>, full lecture teaching (autumn 2019). <p>Helmut-Schmidt-University, Faculty of Economics and Social Sciences, Hamburg, Germany:</p> <ul style="list-style-type: none"> · M.Sc.-level courses: <ul style="list-style-type: none"> · ‘Advanced seminar in international management: Corporate governance from a behavioral perspective’, <i>M.Sc. Business Administration</i>, full seminar teaching (summer 2018; class size: 30 students). · ‘Philosophy of science and methods of empirical social research’, <i>M.Sc. Business Administration</i>, lecture co-teaching (spring 2018; class size: 120 students). · B.A.-level course: <ul style="list-style-type: none"> · ‘Planning, decision, control: Normative choice theory’, <i>B.Sc. Business Administration</i>, lecture co-teaching (fall 2018; class size: 240 students). <p>Universität Hamburg, Faculty of Business, Economics and Social Sciences, Hamburg, Germany:</p> <ul style="list-style-type: none"> · M.Sc.-level course: <ul style="list-style-type: none"> · ‘Current topics in public management research: Behavioral Public Administration’, <i>M.Sc. Interdisciplinary Public and Nonprofit Studies</i>, full seminar teaching (fall 2018; class size: 15 students). · ‘Interdisciplinary master course’, <i>M.Sc. Interdisciplinary Public and Nonprofit Studies</i>, co-teaching lecture and tutorial (fall 2016; class size: 50 students). · B.A.-level courses: <ul style="list-style-type: none"> · ‘Behavioral public administration: Psychology in public management research’, <i>B.A. Socioeconomics</i>, full seminar teaching (fall 2017; class size: 25 students). · ‘Public and nonprofit management’, <i>B.A. Socioeconomics</i>, lecture and tutorial co-teaching (spring 2015 and 2016, fall 2015 and 2017; class size: 380 students). | |
| ACADEMIC SUPERVISION | <ul style="list-style-type: none"> · Co-supervised 7 <i>M.A.</i>-theses (7 students) & 11 <i>B.A.</i>-theses (10 students). | |