

## PERSONAL INFORMATION

Kristina S. Weißmüller

\*12.12.1987 in Nürnberg, Germany

German citizenship

Vrije Universiteit Amsterdam

FSW, Dept. Political Science & Public Administration

De Boelelaan 1105, 1081 HV, Amsterdam, Netherlands

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 ORCID: <https://orcid.org/0000-0001-7697-6550>

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

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

## MAJOR RESEARCH & TEACHING INTERESTS

- Public sector corruption, integrity & rule breaking in governmental institutions
- Leadership, motivation, and decision making in strategic public management
- Behavioral public administration; experimental and psycho-physiological research methods

## EDUCATION

- since **02.2020** **Habilitation candidate** for *Venia Legendi* in Business Administration, University of Bern, Faculty of Business, Economics and Social Sciences, Habilitation thesis: “*Public Sector Corruption – Exploring the Micro-foundations of Bribery and Prosocial Rule-Breaking*” ([link](#)), 1<sup>st</sup> advisor: Prof. Dr. Adrian Ritz.
- 05.2015–12.2019** **Dr. rer. pol. (magna cum laude)**; date of defense: **30<sup>th</sup> Jan. 2020**, University of Hamburg, Graduate School of the Faculty of Business, Economics and Social Sciences, Germany; PhD thesis: “*Risk in Public Private Partnerships: Behavioral experiments on Risk Preference, Risk Perception, and Risk Participation*”, 1<sup>st</sup> advisor: Prof. Dr. Rick Vogel, 2<sup>nd</sup> advisor: Prof. Dr. Andreas Lange
- 09.2016–01.2019** **M.A. Higher Education (with distinction)**, University of Hamburg, Faculty of Education, Germany
- 09.2011–02.2015** **M.Sc. Business Administration**, University of Hamburg, Faculty of Business, Economics and Social Sciences, Germany, and 浙江大学 Zhejiang University, Hangzhou, PR China
- 10.2007–04.2011** **B.Sc. Industrial Engineering & Management**, University of Applied Sciences Wedel, Germany, and Edinburgh Napier University, Scotland, United Kingdom

## ACADEMIC APPOINTMENTS AND SHORTLISTINGS

### Vrije Universiteit (VU) Amsterdam, Faculty of Social Sciences, Amsterdam, the Netherlands

since **09.2022** Assistant Professor (*universitair docent UD 2*; tenure track) of Public Administration

### Università della Svizzera italiana (USI), Faculty of Communication, Culture and Society, Lugano, Switzerland

**09.2022–12.2022** External Lecturer for Public Management, Master Public Management & Policy

### Albert-Ludwigs-Universität Freiburg, Freiburg, Germany

**12.2021** *Shortlisted (secundo loco)*: Full Professorship (Tenure Track W1 to W3) for Public & Nonprofit Management

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

**02.2020–08.2022** Postdoc Researcher & Lecturer 1.0 FTE (Chair of Public Management, Prof. Dr. Adrian Ritz)

since **11.2019** Lecturer for Applied Research Methods and Theory, Executive MPA

since **02.2019** Lecturer for Public Management, Master Public Management & Policy

**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, Hamburg, 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, Antwerpen, Belgium

**06.2017 & 01.2018** Visiting Researcher (Department of Management)

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

- 09.2018–03.2021** External Lecturer in Public Management (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 and Economics, Prof. Dr. Michael Adams)  
**02.2012–06.2013** Student Assistant, 0.25 FTE (Chair of Marketing and Innovation)

**INSTITUTIONAL RESPONSIBILITIES**

- 2020–2022** Mid-level faculty representative, *Standing Committee for International Relations*, University of Bern  
**2019–2022** Mid-level faculty representative, *KPM Institute Committee*, University of Bern  
**2017–2018** Mid-level faculty representative, *Selection Committee for Professorships*, University of Hamburg  
**2017–2018** Mid-level faculty representative, *Faculty Committee, Socioeconomics*, University of Hamburg  
**2017–2018** Mid-level faculty representative, *Committee for Teaching & Studies, Socioeconomics*, University of Hamburg  
**2016–2018** Board member, *Gov. Committee on Admission & Examinations, Faculty of Education*, University of Hamburg

**APPROVED RESEARCH PROJECTS**

- 2021–2023** ‘Deliberative Quality in Trade-Related International Organizations’, funded by the *Swiss Network for International Studies (SNIS)*, **Principal Member**, together with Jean-Patrick Villeneuve (USI Lugano), Alberto Bitonti (USI Lugano), Xiankun Lu (UIBE China), Gianluca Miscione (University College Dublin; ZHAW), Shaila S. Galvin (IHEID, Geneva), and Pablo A. Contreras Vasquez (UA Chile); <https://snis.ch/projects/deliberative-quality-in-trade-related-international-organizations>. CHF 267'000

**SUPERVISION OF JUNIOR RESEARCHERS AT GRADUATE AND POSTGRADUATE LEVEL***Dissertation Committees*

- Nina Onopriychuk (Vrije Universiteit Amsterdam, the Netherlands), since **2022**
- Audrey Gonin (IDHEAP, University of Lausanne, Switzerland), since **2021**
- Oleksandr Pavelko (University of Antwerp, Belgium), since **2020**

*Master's Theses (\* co-supervision)*

- Vrije Universiteit Amsterdam: Rikkert Bor (2023); Nina Heenk (2023); Maaïke Dittrich (2023)
- University of Bern: Matea Matić\* (2020); Valentin Josty (2021); Redda Mohammadi (2021); Lisa Trees\* (2022); Samir Gomezjurado\* (2022); Yaqoob Shah Taheri (2022); Zahra Eslami (2022)
- Helmut Schmidt University, Hamburg: Benedikt Grasberger\* (2018); Laura Haß-Heinrich\* (2018); Vanessa Rieger\* (2019); Kevin Tüffers\* (2019)
- University of Hamburg: Steven Dokter\* (2016); Sabrina Büttner\* (2018); Christian Maasland\* (2018)

*Bachelor's Theses (\* co-supervision)*

- Vrije Universiteit Amsterdam: Paul Gerlach (2023); Alexa Munteanu (2023); Chiara Rembor (2023); Moritz Ridder (2023)
- Helmut Schmidt University, Hamburg: Sam Enders\* (2018); Maximilian Driemel\* (2019); Niklas Hillemacher\* (2019); Fabian Pütz\* (2019); Lars Spielvogel\* (2019); Daniel Spille\* (2019)
- University of Hamburg: Barbara Lietz\* (2017); Laura Matscheroth\* (2017); Isabelle Nenner\* (2017); Sophie Westerich\* (2017)

**TEACHING ACTIVITIES***Executive Education*

- ‘Methods & Rhetoric: Applied research methods’, *Executive MPA*, University of Bern, fall **2019–2022**

*Master-level Courses*

- ‘Comparative Public Administration’, Università della Svizzera Italiana, Lugano, fall **2022**
- ‘Current topics in PA and PM: Crisis governance’, Universities of Bern, Lausanne, and Lugano, spring **2021 & 2022**
- ‘Deviant behavior and corruption in the public sector’, University of Hamburg, fall **2020**
- ‘Behavioral and experimental public management research’, Universities of Bern, Lausanne, and Lugano, spring **2020**
- ‘Comparative PA and public policy in Europe and beyond’, Universities of Bern, Lausanne, and Lugano, spring **2020**
- ‘Research colloquium’, University of Bern, **2019–2022**
- ‘Empirical research project in administrative science’, University of Bern, spring & fall, **2019–2022**
- ‘Leadership and motivation in the public sector’, Universities of Bern, Lausanne, and Lugano, fall **2019&2020**
- ‘Advanced seminar in international management: Corporate governance from a behavioral perspective’, Helmut Schmidt University, Hamburg, spring **2018**
- ‘Philosophy of science and methods of empirical social research’, Helmut Schmidt University, Hamburg, spring **2018**

- ‘Current topics in PM research: Behavioral public administration’, University of Hamburg, fall & spring, **2018–2020**
- ‘Interdisciplinary master course in public and nonprofit studies’, University of Hamburg, fall, **2016**

### **Bachelor-level Courses**

- ‘AI & Society’, Vrije Universiteit Amsterdam, spring **2023**
- ‘Planning, decision, control: Normative choice theory’, Helmut Schmidt University, Hamburg, fall **2018**
- ‘Behavioral public administration: Psychology in public management research’, University of Hamburg, fall **2017**
- ‘Public and nonprofit management’, University of Hamburg, spring & fall, **2015–2017**

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

#### ***Memberships in Panels and Boards***

- Editorial board member, Social Sciences & Humanities Open (*SSHO*), since **2021**
- Co-chair, panel ‘*Behavioral Public Administration*’ at EGPA conference, since **2021**
- Co-chair, SIG ‘*Public Service Motivation*’, IRSPM conference, since **2021**
- Co-chair, panel ‘*Behavioral and Experimental Public Administration*’, IRSPM conference, since **2019**
- Research Officer, committee ‘*Political Psychology*’, International Political Science Association (*IPSA*), **2017–2019**

#### ***Scientific Reviewing Activities (since year)***

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|--|--|
| – European Academy of Management, <b>2017</b>                  | – Public Administration Review, <b>2018</b>              |
| – Intern. Public Management Journal, <b>2022</b>               | – Public Management Review, <b>2020</b>                  |
| – Intern. Research Society for Public Management, <b>2017</b>  | – Public Administration, <b>2016</b>                     |
| – Journal of Behavioral Public Administration, <b>2018</b>     | – Public Performance & Management Review, <b>2021</b>    |
| – Journal of International Business Studies, <b>2021</b>       | – Research in Higher Education, <b>2022</b>              |
| – J. of Public Administration Research and Theory, <b>2018</b> | – Review of Public Personnel Administration, <b>2020</b> |

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

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|-------------------|--|
| since <b>2023</b> | Treasurer & Board Member of the International Research Society for Public Management ( <i>IRSPM</i> )  |
| since <b>2021</b> | Research Fellow of the <i>Public Integrity Research Group</i> ( <a href="#">GRIP</a> ), Università della Svizzera italiana (USI)   |
| since <b>2021</b> | German Academic Association of Business Research ( <i>VHB</i> )  |
| since <b>2018</b> | Academy of Management ( <i>AoM</i> ); Public Management Research Association ( <i>PMRA</i> ); European Consortium for Political Research ( <i>ECPR</i> )                                     |
| since <b>2017</b> | European Academy of Management ( <i>EURAM</i> )  |
| since <b>2016</b> | European Group for Public Administration ( <i>EGPA</i> ); International Political Science Association ( <i>IPSA</i> ); International Research Society for Public Management ( <i>IRSPM</i> ) |

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

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|-------------------|---|
| <b>2021</b>       | Co-chair & SIG organizer ‘ <i>Public Service Motivation</i> ’, IRSPM Conference                                 |
| since <b>2019</b> | Co-chair & panel organizer ‘ <i>Behavioral and experimental public administration</i> ’ at the IRSPM Conference |
| <b>2019</b>       | Co-chair & organizer ‘ <i>Behavioral Public Administration &amp; Accounting</i> ’, EURAM Conference             |

### **PRIZES, AWARDS, FELLOWSHIPS, & THIRD-PARTY FUNDING (COMPETITIVE)**

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|------------------|---|
| <b>2022</b>      | VU Startpremie, research grant, VU Amsterdam, € 30’000  |
| <b>2021</b>      | Innovative Teaching Grant, University of Bern, CHF 31’800   |
| <b>2021</b>      | Research grant, Swiss Network for International Studies (SNIS), co-initiator, CHF 267’000         |
| <b>2021</b>      | Initiator grant, University of Bern, CHF 30’000   |
| <b>2020–2021</b> | Managerial evaluation project for Swiss non-profit organization, CHF 25’000                       |
| <b>2020–2021</b> | Mentee of the COMET Excellency Career Program, University of Bern, CHF 3’600                      |
| <b>2020–2021</b> | Young scientists’ fund for personnel resources (KfG-WISO), University of Bern, CHF 21’050         |
| <b>2019–2020</b> | Mentee of the WiSo Mentoring Program, University of Bern, CHF 2’000                               |
| <b>2019</b>      | Swiss Academy of Humanities and Social Sciences (SAGW), travel grant, CHF 1’000                   |
| <b>2019–2021</b> | Travel grants for conference and summer school attendance, University of Bern, in total CHF 9’860 |
| <b>2019–2020</b> | Research grants, University of Bern, in total CHF 15’320  |
| <b>2018–2020</b> | Evaluation project for the Federal Ministry of Defense, Germany, in total €28,100                 |
| <b>2016–2018</b> | Research grants, WISO Graduate School, University of Hamburg, in total €9,590                     |
| <b>2018</b>      | Best paper Award, <i>EURAM 2018 SIG Public and Non-Profit Management</i>                          |

- 2015–2018** Grants for conference attendance and research abroad, University of Hamburg, **€19,047**
- 2015** Best Poster Award of the *Summer Interactive Symposium – Research 2.0*, Concordia University, Montreal
- 2013–2014** Graduate Merit Scholarship, Confucius Institute (孔子学院), **CN ¥85,000**
- 2007–2009** Excellence 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

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

## RESEARCH OUTPUT

† *Dagger indicates the five most important publications.*

### 1. PUBLICATIONS IN INTERNATIONAL PEER-REVIEWED SCIENTIFIC JOURNALS

- [18] **Weißmüller, Kristina S.**, Ritz, Adrian, Steijn, A.J. (Bram), & Alfes, Kerstin. (**accepted**). ‘Private Life Events as Antecedents for Public Employees’ Engagement and Burnout.’ *Public Personnel Management*.
- [17] Kisliuk, Sarah, & **Weißmüller, Kristina S.** (2023). ‘Social capital as a resource for prosocial donation behavior? Quantitative evidence on the dark side of strategic networking.’ *Social Sciences & Humanities Open*, 8 (1), 100573. <https://doi.org/10.1016/j.ssaho.2023.100573> [open access].
- [16] **Weißmüller, Kristina S.**, Ritz, Adrian, & Yerramsetti, Srinivas (2023). ‘Collaborating and Co-creating the digital transformation: Empirical evidence on the crucial role of stakeholder demand from Swiss municipalities.’ *Public Policy and Administration, Special Issue: Strategizing and Collaboration in the Digital Transformation of Public Administration*. <https://doi.org/10.1177/09520767231170100> [open access].
- [15] † **Weißmüller, Kristina S.**, & Zuber, Anna (**accepted**). ‘Understanding the micro-foundations of administrative corruption in the public sector: findings from a systematic literature review.’ *Public Administration Review*. Preprint: <https://doi.org/10.31219/osf.io/z9bcy>.
- [14] Seidemann, Iris, & **Weißmüller, Kristina S.** (2022). ‘Conceptual Foundations of Workforce Homogeneity in the Public Sector. Insights from a Systematic Review on Causes, Consequences, and Blind Spots.’ *Public Management Review*, 1-23, <https://doi.org/10.1080/14719037.2022.2084770> [Preprint].
- [13] Meyerhofer, Ursula, Ritz, Adrian, **Weißmüller, Kristina S.** (2022). ‘Wenn Mitarbeitende Mitarbeitende entlassen: Personalabbau im Konsent.’ *zfo Zeitschrift Führung + Organisation*, 5/2022 (Oct.), [https://www.zfo.de/suche-archiv/Document/details/3846\\_12](https://www.zfo.de/suche-archiv/Document/details/3846_12) [Preprint].
- [12] Maasland, Christian, & **Weißmüller, Kristina S.** (2022). ‘Blame the Machine? Insights from an Experiment on Algorithm Aversion and Blame Avoidance in Computer-aided Human Resource Management.’ *Frontiers in Psychology – Organizational Behavior*, 13 (779028): 1-14, <https://doi.org/10.3389/fpsyg.2022.779028> [open access].
- [11] Ritz, Adrian, **Weißmüller, Kristina S.**, & Meynhardt, Timo. (2022). ‘Public Value at Crosspoints: A Comparative Study on Employer Attractiveness of Public, Private, and Nonprofit Organizations.’ *Review of Public Personnel Administration*, 1-29, <https://doi.org/10.1177/0734371X221098153> [Preprint].
- [10] † **Weißmüller, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (2021). ‘Satisficing or Maximizing in Public-Private Partnerships? A Laboratory Experiment on Strategic Bargaining.’ *Public Management Review*, 1-27, <https://doi.org/10.1080/14719037.2021.2013072> [Preprint].
- [9] **Weißmüller, Kristina S.**, & De Waele, Lode. (2022). ‘Would you bribe your lecturer? A quasi-experimental Study on Burnout and Bribery in Higher Education.’ *Research in Higher Education*, 63 (5): 768–796. <https://doi.org/10.1007/s11162-021-09669-1> [open access].



- [8] † De Waele, Lode, **Weißmüller, Kristina S.**, & van Witteloostuijn, Arjen. (2021). '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 – Organizational Behavior*, 12 (655964): 1-13, <https://doi.org/10.3389/fpsyg.2021.655964> [open access].
- [7] † **Weißmüller, Kristina S.** (2022). 'Publicness and Micro-Level Risk Behaviour – Experimental evidence on stereotypical discounting behaviour.' *Public Management Review*, 24 (4): 601-630, <https://doi.org/10.1080/14719037.2020.1862287> [Preprint].
- [6] **Weißmüller, Kristina S.**, De Waele, Lode, & van Witteloostuijn, Arjen. (2022). 'Public Service Motivation and Pro-social Rule-Breaking – An international vignettes study in Germany, Belgium, and the Netherlands.' *Review of Public Personnel Administration*, 42 (2): 258–286, <https://doi.org/10.1177/0734371X20973441> [Preprint].
- [5] † **Weißmüller, Kristina S.** & Vogel, Rick. (2021). 'Sector-specific Associations, Trust, and Survival of PPPs: A behavioral experiment based on the Centipede Game.' *Journal of Public Administration Research and Theory*, 31 (3): 578-595. <https://doi.org/10.1093/jopart/muaa050> [Preprint].
- [4] **Weißmüller, Kristina 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> [open access].
- [3] **Weißmüller, Kristina 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> [open access].
- [2] Fiedler, Ingo, Kairouz, Sylvia, Costes, Jean-Michel & **Weißmüller, Kristina 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> [Preprint].
- [1] De Waele, Lode & **Weißmüller, Kristina 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) [Preprint].

## 2. PEER-REVIEWED BOOKS / MONOGRAPHS

- [2] **Weißmüller, Kristina 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.
- [1] **Weißmüller, Kristina 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. Kerstin Mayerberger, 2<sup>nd</sup> advisor: Prof. Dr. Carla Bohndick. [doi.org/10.25592/uhhfdm.119](https://doi.org/10.25592/uhhfdm.119).

## 3. PEER-REVIEWED CONFERENCE PROCEEDINGS

- [39] Bitonti, Alberto, Villeneuve, Jean-Patrick, **Weißmüller, Kristina S.**, Contreras, Pablo, & Miscione, Gianluca. (2023). 'Deliberative quality in international settings: a systemic approach.' *Società Italiana di Scienza Politica (SISP) Conference, Section 2: Political theory; 14.-16.09.2023, Genoa, Italy*.
- [39] Alon-Barkat, Saar, Busuioc, Madalina, Schwoerer, Kayla, & **Weißmüller, Kristina S.** (2023). 'Algorithmic Discrimination in Public Service Provision: Understanding Citizens' Attribution of Responsibility for Human vs Algorithmic Discriminatory Outcomes.' *25<sup>th</sup> International Research Society on Public Management (IRSPM) Conference, P14 Behavioral and Experimental Public Management, 03.-05.04.2023, Budapest, Hungary*.
- [38] **Weißmüller, Kristina S.**, Bitonti, Alberto, Miscione, Gianluca, Villeneuve, Jean-Patrick. (2023). 'Overcoming deliberative biases through stakeholder engagement: Empirical evidence from three international bureaucracies.' *25<sup>th</sup> International Research Society on Public Management (IRSPM) Conference, P14 Behavioral and Experimental Public Management, 03.-05.04.2023, Budapest, Hungary*.
- [37] **Weißmüller, Kristina S.** (2022). 'Burning Out Professional Integrity? Exploring the Role of Burnout, the Dark Triad, and Moral Disengagement on Swiss Civil Servants' Corruptibility.' *European Group for Public Administration (EGPA) Annual Conference, PSG XXII: Behavioural Public Administration, 06.-09.09.2022, Lisbon, Portugal*.

- [36] **Weißmüller, Kristina S. (2022)**. 'Implicit Dimensions of Moral Licensing in Citizen-State Interactions. A theoretical framework and research agenda.' *Public Management Research Conference (PMRC) at the University of Arizona and Arizona State University*, 25.-28.05.2022, Phoenix, AZ, United States.
- [35] **Weißmüller, Kristina S. (2022)**. 'Micro-Foundations of Administrative Corruption in the Public Sector: Findings from a Systematic Literature Review.' *24<sup>th</sup> International Research Society on Public Management (IRSPM) Conference, P11 Behavioral and Experimental Public Management*, 19.04.-22.04.2022, online.
- [34] Fischer, Caroline, & **Weißmüller, Kristina S. (2021)**. 'Hiding, Ignoring, Sharing, Correcting: Handling Errors in Public Organizations.' *European Group for Public Administration (EGPA) Annual Conference, PSG XXII: Behavioral Public Administration*, 7.-10.09.2021, Brussels, Belgium.
- [33] **Weißmüller, Kristina S.**, & Rometsch, Stefanie C. (2021). 'Public and private sector associations: Mapping civil servants' tacit dimensions of sector-specific sentiment in Switzerland, the US, and Germany.' *European Group for Public Administration (EGPA) Annual Conference, PSG XXII: Behavioral Public Administration*, 7.-10.09.2021, Brussels, Belgium.
- [32] Seidemann, Iris, & **Weißmüller, Kristina S. (2021)**. 'Flipping the Coin: A SLR on Causes and Consequences of Workforce Homogeneity in the Public Sector.' *81<sup>st</sup> Annual Meeting of the Academy of Management (AoM)*, 29.07.-04.08.2021, online.
- [31] **Weißmüller, Kristina S.**, De Waele, Lode, van Witteloostuijn, Arjen, *et al.* (2021). 'Client discrimination by bureaucratic rule breaking – A multi-country experimental study on the role of politico-administrative traditions.' *Public Management Research Conference, University of Hawai'i at Mānoa*, 23.-26.06.2021, online.
- [30] Fischer, Caroline, & **Weißmüller, Kristina S. (2021)**. 'Hiding, Ignoring, Sharing, Correcting: Handling Errors in Public Organizations.' *DVPW Sektionstagung Policy Analyse und Verwaltungswissenschaft*, 06.-07.05.2021, online.
- [29] De Waele, Lode, **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, *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., United States & online.
- [28] **Weißmüller, Kristina S.**, De Waele, Lode, van Witteloostuijn, Arjen, Ritz, Adrian, Christensen, Robert K., Su, Tsai-Tsu, & Walker, Richard. (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.
- [27] Ritz, Adrian, **Weißmüller, Kristina S.**, & Meynhardt, Timo. (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.
- [26] **Weißmüller, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (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.
- [25] **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, Ritz, Adrian, *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.
- [24] Ritz, Adrian, Meynhardt, Timo, & **Weißmüller, Kristina 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.
- [23] **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, De Waele, Lode, *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.

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- [4] **Weißmüller, Kristina 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.
- [3] **Weißmüller, Kristina 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.
- [2] **Weißmüller, Kristina 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.
- [1] **Weißmüller, Kristina 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.

#### 4. CONTRIBUTIONS TO BOOKS

- [6] **Weißmüller, Kristina S. (accepted)**. 'Amplifying citizens' voice in global governance – Why we need inclusive deliberation processes to solve 21<sup>st</sup> century challenges.' (p. 219-222). In Ivar Vermeulen, Susan Legene, Ivano Malavolta, Gert-Jan Burgers, & Hans Akkermans (Eds.), *Connected World: Insights from 100 Academics on How to Build Better Connections*, VU Amsterdam Press.
- [5] Ritz, Adrian, & **Weißmüller, Kristina S. (accepted)**. 'Civil Service in transition – The ongoing transformation of administrative culture.' *The Civil Service in Europe: A Research Companion*, edited by Karl-Peter Sommermann, Cristina Fraenkel-Haeberle & Adam Krzywon, Routledge.
- [4] **Weißmüller, Kristina S.** (2021). 'Thema: Organisationale Identifikation (Fallstudie 29)' (p. 495-498), [https://doi.org/10.1007/978-3-658-31068-4\\_58](https://doi.org/10.1007/978-3-658-31068-4_58). 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*, ISBN: [978-3-658-31067-7](https://doi.org/10.1007/978-3-658-31067-7), Wiesbaden: Springer-Gabler.
- [3] **Weißmüller, Kristina S.** & Künzler, Philippe. (2021). 'Thema: Netzwerke als hybride Organisationsform (Fallstudie 21)' (p. 441-449), [https://doi.org/10.1007/978-3-658-31068-4\\_50](https://doi.org/10.1007/978-3-658-31068-4_50). 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*, ISBN: [978-3-658-31067-7](https://doi.org/10.1007/978-3-658-31067-7), Wiesbaden: Springer-Gabler.
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- [1] **Weißmüller, Kristina S.** & Künzler, Philippe. (2021). 'Fallstudie 21: Vernetzt kompetent: Grundlagen des Netzwerks- und Kooperations-managements für die öffentliche Verwaltung' (p. 207-214), [https://doi.org/10.1007/978-3-658-31068-4\\_22](https://doi.org/10.1007/978-3-658-31068-4_22). 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*, ISBN: [978-3-658-31067-7](#), Wiesbaden: Springer-Gabler.

## 5. PATENTS AND LICENSES

N/A

## 6. ORAL CONTRIBUTIONS TO CONFERENCES

- [43] Bitonti, Alberto, Villeneuve, Jean-Patrick, **Weißmüller, Kristina S.**, Contreras, Pablo, & Miscione, Gianluca. (2023). 'Deliberative quality in international settings: a systemic approach.' *Società Italiana di Scienza Politica (SISP) Conference, Section 2: Political theory*; 14.-16.09.2023, Genoa, Italy.
- [42] **Weißmüller, Kristina S.** (2023). 'Collaborating and Co-Creating the Digital Transformation.' *Zukunftskongress Staat & Verwaltung, Finalist of Competition Science-Dialog*; 19.06.2023, Berlin, Germany.
- [41] Alon-Barkat, Saar, Busuioc, Madalina, Schwoerer, Kayla, & **Weißmüller, Kristina S.** (2023). 'Algorithmic Discrimination in Public Service Provision: Understanding Citizens' Attribution of Responsibility for Human vs Algorithmic Discriminatory Outcomes.' *25<sup>th</sup> International Research Society on Public Management (IRSPM) Conference, P14 Behavioral and Experimental Public Management*, 03.-05.04.2023, Budapest, Hungary.
- [40] **Weißmüller, Kristina S.**, Bitonti, Alberto, Miscione, Gianluca, Villeneuve, Jean-Patrick. (2023). 'Overcoming deliberative biases through stakeholder engagement: Empirical evidence from three international bureaucracies.' *25<sup>th</sup> International Research Society on Public Management (IRSPM) Conference, P14 Behavioral and Experimental Public Management*, 03.-05.04.2023, Budapest, Hungary.
- [39] Bitonti, Alberto, Villeneuve, Jean-Patrick, Miscione, Gianluca, & **Weißmüller, Kristina S.** (2023). 'Deliberative quality in international settings: the case of international trade.' Accepted for presentation at the *Swiss Political Science Association (SPSA) Annual Congress 2023, Panel 6: Political Theory*, 02.-03.02.2023, Basel, Switzerland.
- [38] **Weißmüller, Kristina S.** (2022). 'Burning Out Professional Integrity? Exploring the Role of Burnout, the Dark Triad, and Moral Disengagement on Swiss Civil Servants' Corruptibility.' *European Group for Public Administration (EGPA) Annual Conference, PSG XXII: Behavioural Public Administration*, 06.-09.09.2022, Lisbon, Portugal.
- [37] **Weißmüller, Kristina S.** (2022). 'Civil Service in transition – The ongoing transformation of administrative culture.' Accepted for presentation at the workshop "The Transformation of the Civil Service in Europe", *Deutsches Forschungsinstitut für öffentliche Verwaltung*, 30.06.-01.07.2022, Speyer, Germany.
- [36] **Weißmüller, Kristina S.** (2022). 'Implicit Dimensions of Moral Licensing in Citizen-State Interactions. A theoretical framework and research agenda.' *Public Management Research Conference (PMRC) at the University of Arizona and Arizona State University*, 25.-28.05.2022, Phoenix, AZ, United States.
- [35] **Weißmüller, Kristina S.** (2022). 'Micro-Foundations of Administrative Corruption in the Public Sector: Findings from a Systematic Literature Review.' *24<sup>th</sup> International Research Society on Public Management (IRSPM) Conference, P11 Behavioral and Experimental Public Management*, 19.04.-22.04.2022, online.
- [33] Fischer, Caroline, & **Weißmüller, Kristina S.** (2021). 'Hiding, Ignoring, Sharing, Correcting: Handling Errors in Public Organizations.' *European Group for Public Administration (EGPA) Annual Conference, PSG XXII: Behavioural Public Administration*, 07.-10.09.2021, Brussels, Belgium.
- [32] **Weißmüller, Kristina S.**, & Rometsch, Stefanie C. (2021). 'Public and private sector associations: Mapping civil servants' tacit dimensions of sector-specific sentiment in Switzerland, the US, and Germany.' *European Group for Public Administration (EGPA) Annual Conference, PSG XXII: Behavioural Public Administration*, 07.-10.09.2021, Brussels, Belgium.
- [31] Seidemann, Iris, & **Weißmüller, Kristina S.** (2021). 'Flipping the Coin: A SLR on Causes and Consequences of Workforce Homogeneity in the Public Sector.' *81<sup>st</sup> Annual Meeting of the Academy of Management (AoM)*, 29.07.-04.08.2021, online.
- [30] **Weißmüller, Kristina S.**, De Waele, Lode, van Witteloostuijn, Arjen, *et al.* (2021). 'Client discrimination by bureaucratic rule breaking – A multi-country experimental study on the role of politico-administrative traditions.' *Public Management Research Conference, University of Hawai'i at Mānoa*, 23.-26.06.2021, online.

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- [28] **Weißmüller, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (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"*, 05.-06.12.2020, London, United Kingdom & online.
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- [1] **Weißmüller, Kristina 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.

## 7. OUTREACH ACTIVITIES

- **Weißmüller, Kristina S.** (19<sup>th</sup> March 2023). ‘Wie Menschen korrupt werden: „Hohe Summen senken die moralische Hemmschwelle“, invited expert interview, *Der Tagesspiegel*; <https://www.tagesspiegel.de/gesellschaft/wie-menschen-korrupt-werden-hohe-summen-senken-die-moralische-hemmschwelle-9511496.html>
- **Weißmüller, Kristina S.** (4<sup>th</sup> Nov. 2022). Invited expert speaker at *Transparency International Switzerland*’s Practitioner Circle on Public Integrity
- Reviewer & Selection Committee member for *Jugend forscht*, Germany, 2015
- Reviewer & Selection Committee member for *Schüler experimentieren*, Germany, 2015

## 8. GENERAL CONTRIBUTIONS TO SCIENCE

since 01/2018 *Corruption in the Public Sector (CorPuS) – A multi-national research network* ([www.corpus-project.org](http://www.corpus-project.org)). Principal investigators and initiators: **Kristina S. Weißmüller**, Lode De Waele (Erasmushogeschool Brussels, Belgium), & Arjen van Witteloostuijn (Vrije Universiteit Amsterdam, the Netherlands). Associated researchers: Catherine Althaus, Robert K. Christensen (Brigham Young University, Provo (UT), U.S.A.), Ting Gong (City University of Hong Kong, HKSAR, China), Dennis Hilgers (Johannes Kepler University Linz, Austria), Fabian Homberg (LUISS University, Rome, Italy), Mei-Jen Hung (National Taiwan University, China), Sangmook Kim (Seoul National University of Science & Technology, South Korea), Kristoffer Kolltveit (University of Oslo, Norway), Ming-Feng Kuo (National Taiwan University, China), Jenny Lewis, Liang Ma (Renmin University of China, China), Fabio Monteduro (University of Rome Tor Vergata, Italy), Janine O’Flynn, Guillem Ripoll Pascual (University of Navarra, Spain), Adrian Ritz (Universität Bern, KPM Center for Public Management, Switzerland), Lisa Schmidhuber (Vienna University of Economics and Business, Austria), Dong Chul Shim (Korea University, South Korea), Tsai-tsu Su (National Taiwan University, China), Jeannette Taylor, Wenyan Tu, Richard Walker (City University of Hong Kong, HKSAR, China), Sunny L. Yang (City University of Hong Kong, HKSAR, China).

## 9. OTHER ARTEFACTS WITH DOCUMENTED USE

- [1] Ritz, Adrian, **Weißmüller, Kristina S.**, Kalbermatten, Cyrill. (2021). ‘Evaluation Zertifizierungsverfahren Ehrenkodex Schweiz und Vergleich mit dem ZEWO-Gütesiegel.’ Evaluationsbericht zuhanden Stiftung Ehrenkodex. *Kompetenzzentrum für Public Management*, Universität Bern.

## 10. PREPRINTS

- [2] **Weißmüller, Kristina S.** (2022). ‘Implicit dimensions of moral licensing in citizen-state interactions. a theoretical framework and research agenda.’ *OSF Preprint*, <https://doi.org/10.31219/osf.io/a8uwu>
- [1] **Weißmüller, Kristina S.** (2019). ‘Effective leadership in higher education – ten years later: a contemporary literature review.’ *EdArXiv Preprint*, <https://doi.org/10.35542/osf.io/ucyqv>

## 11. MANUSCRIPTS / MONOGRAPHS WHICH ARE SUBMITTED, HOWEVER, NOT ACCESSIBLE

- [5] **Weißmüller, Kristina S.** (2022). ‘Fighting public sector corruption bottom-up or top-down? Insights from a systematic literature review on the effectiveness of anticorruption strategies.’
- [4] Fischer, Caroline, & **Weißmüller, Kristina S.** (2021). ‘What determines civil servants’ error response? Evidence from a conjoint experiment’, preregistration: <https://osf.io/92bvf>.
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- [1] **Weißmüller, Kristina S. (2021)**. 'The tacit dimensions of public and private sector associations: mapping bureaucrats' sector-specific sentiment in Switzerland and the US.'