

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, rule-breaking, and 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

- 05.2015–12.2019** **Dr. rer. pol.** (*magna cum laude*; date of defense: **30th 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*”, 1st advisor: Prof. Dr. Rick Vogel, 2nd 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

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** Lecturer for Applied Research Methods and Theory, Executive MPA
- 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)

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 and Economics, Prof. Dr. Michael Adams)
- 02.2012–06.2013** Student Assistant, 0.25 FTE (Chair of Marketing and Innovation)

INSTITUTIONAL RESPONSIBILITIES

- since **2020** Mid-level faculty representative, *Standing Committee for International Relations*, University of Bern
- 2019–2021** 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

- Audrey Gonin (IDHEAP, University of Lausanne, Switzerland), since **2021**
- Oleksandr Pavelko (University of Antwerp, Belgium), since **2020**

Master's Theses (co-supervision)*

- University of Bern: Matea Matić* (2020); Valentin Josty (2021); Redda Mohammadi (2021)
- 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)

TEACHING ACTIVITIES

Executive Education

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

Master-level Courses

- ‘Current topics in PA and PM: Crisis governance’, Universities of Bern, Lausanne, and Lugano, spring **2021**
- ‘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, since fall **2019**
- ‘Empirical research project in administrative science’, University of Bern, spring & fall, since **2019**
- ‘Leadership and motivation in the public sector’, Universities of Bern, Lausanne, and Lugano, since fall **2019**
- ‘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

- ‘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 (since year)

- Editorial board member, *Social Sciences & Humanities Open (SSHO)*, since **2021**
- 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)

- J. of Public Administration Research and Theory, **2018**
- Public Administration Review, **2018**
- Public Management Review, **2020**
- Public Administration, **2016**
- Review of Public Personnel Administration, **2020**
- Journal of Behavioral Public Administration, **2018**
- Journal of International Business Studies, **2021**
- European Academy of Management, **2017**
- Intern. Research Society for Public Management, **2017**
- Public Performance & Management Review, **2021**

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 & SIG organizer ‘*Public Service Motivation*’, IRSPM Conference
- since **2019** Co-chair & panel organizer ‘*Behavioral and experimental public administration*’ at the IRSPM Conference
- 2019** Co-chair & organizer ‘*Behavioral Public Administration & Accounting*’, EURAM Conference

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

- 2021** Innovative Teaching Grant, University of Bern, **CHF 31’800**
- 2021** Research grant, Swiss Network for International Studies (SNIS), co-initiator, **CHF 267’000**
- 2021** Initiator grant, University of Bern, **CHF 30’000**
- 2020–2021** Managerial evaluation project for Swiss non-profit organization, **CHF 25’000**
- 2020–2021** Mentee of the COMET Excellency Career Program, University of Bern, **CHF 3’600**
- 2020–2021** Young scientists’ fund for personnel resources (KfG-WISO), University of Bern, **CHF 21’050**
- 2019–2020** Mentee of the WiSo Mentoring Program, University of Bern, **CHF 2’000**
- 2019** Swiss Academy of Humanities and Social Sciences (SAGW), travel grant, **CHF 1’000**
- 2019–2021** Travel grants for conference and summer school attendance, University of Bern, in total **CHF 9’860**
- 2019–2020** Research grants, University of Bern, in total **CHF 15’320**
- 2018–2020** Evaluation project for the Federal Ministry of Defense, Germany, 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 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, 1st Prize Junior Solo National, **€15,000**

PERSONAL SKILLS & COMPETENCES

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

MAJOR SCIENTIFIC ACHIEVEMENTS

Diverse impactful research contributions during the past 5 years:

- Public sector corruption
- Publicness bias and sector-specific sentiment
- Dark sides of prosocial and public service motivation
- Dysfunctional risk behavior, trust, and defection in PPPs
- Challenges in human resource management
- Paradigm shifts in higher education

Introducing the Micro-Perspective on Deviant Behavior in the Sectoral Context

Public sector corruption and deviant behavior is a severe and unresolved issue worldwide, the micro-foundations of which are unexplored. As one of the central researchers in the field of behavioral public administration research, I pioneered experimental research into the psychological and motivational foundations that lead to corrupt and deviant behavior in the public sector.

First, I developed and validated a **novel quantitative measure for moral justification** of accepting the use of **bribery in civil service provision** ([De Waele, Weißmüller, & van Witteloostuijn, 2021](#)). Replicating experimental research in three countries (Belgium, Germany, and the Netherlands) provided the first evidence that the society-regarding motivational survey measure of Public Service Motivation (PSM) and the other-oriented motivational measure of Social Value Orientation (SVO) can help explain why some people are more *susceptible to engage in the act of bribing* than others and that – paradoxically – people with high SVO are more likely to engage in bribery. A second study in the context of public higher education revealed that these effects are aggravated by burnout ([Weißmüller & De Waele, 2021](#)).

Second, I substantially contributed to the **dark sides of PSM** scholarship by revealing experimental cross-country findings that high-levels of PSM increase the likelihood of engaging in deviant rule-breaking in order to help clients perceived as deserving, with asymmetric **discrimination against clients** perceived as less likable. For this, I developed and validated a **novel measure for pro-social rule-breaking** intent ([Weißmüller, De Waele, & van Witteloostuijn, 2020](#)). Furthermore, I demonstrated that high-PSM individuals are more likely to **defect from well-functioning public-private partnerships** by deriving moral justification from their sectoral agency even to the detriment of the general public ([Weißmüller & Vogel, 2021](#)).

Third, to further conduct urgently needed **comparative research into deviant behavior** across the classic boundaries of administrative traditions, I **initiated an international research consortium** on public sector corruption (www.corpus-project.org), involving 21 researchers at 20 universities in 15 countries to conduct large-scale comparative research in both developed and transitional countries worldwide. Latest ongoing and experimental research presented at international conferences revealed that the phenomenon of civil servants deriving moral justification for **discriminatory and deviant behavior** from sector-specific context (public – private – hybrid context) and sector-specific motivations (PSM), indeed, **generalizes across countries** worldwide, pointing toward a deeply rooted psychological effect. These are extraordinary theoretical and empirical contributions which are highly relevant for policy makers and public managers worldwide.

Exploring the Role of Publicness and Sector-specific Sentiment as Behavioral Biases

I **pioneered the method of affective sentiment coding** as a reliable method of **revealing implicit associations and biases** toward the public and the private sector as well as **civil servants' perception of self** ([Weißmüller & Rometsch, under review](#)). In addition to being the first scholar to introduce the Centipede game in public administration research, I used **affective sentiment coding** to demonstrate that anti-public sentiment affects public and private agents' **strategic risk behavior** in public-private partnership ([Weißmüller & Vogel, 2021](#)) and also negatively affects partners' negotiation strategies in public-private partnerships ([Weißmüller, Bouwman, & Vogel, 2021](#)).

Furthermore, I **introduced the use of psychometric measurements of probability and delay discounting** in public administration research, programming easy to use software to facilitate the use of these measures for other scholars. In a sectoral framing experiment on risk and delay discounting, I was the first to demonstrate that civil servants are more likely to **overestimate risks and tolerate delay** in rewards compared to the general population, providing evidence on the link between **public sector socialization and dysfunctional behavior** ([Weißmüller, 2021](#)). These findings are particularly concerning for the efficiency and equity of public bureaucracies since recent experimental research on error coping revealed that civil servants' response to **violating procedural bureaucratic rules** (i.e., fixing and reporting errors) is mainly driven by their risk propensity ([Fischer & Weißmüller, under review](#)), and dysfunctional personnel policies and self-selection result in a large homogeneous public workforce susceptible to group think ([Seidemann & Weißmüller, under review](#)). All in all, these **novel and ground-breaking findings** call into question basic assumptions about rational behavior in sectoral context, seeking to inform policy makers about the critical role of sector-specific sentiment and publicness as **potential biases for behavior**.

RESEARCH OUTPUT

† Dagger indicates the five most important publications.

* Asterisk indicates research output related to doctoral research project.

1. PUBLICATIONS IN INTERNATIONAL PEER-REVIEWED SCIENTIFIC JOURNALS

- [11] Meyerhofer, Ursula, Ritz, Adrian, **Weißmüller, Kristina S. (accepted)**. ‘Wenn Mitarbeitende Mitarbeitende entlassen: Personalabbau im Konsent.’ *zfo Zeitschrift Führung + Organisation*, XX (X) [[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*, XX (X). <https://doi.org/10.1080/14719037.2021.2013072> [[Preprint](#)].
- [9] **Weißmüller, Kristina S.**, & De Waele, Lode. (2021). ‘Would you bribe your lecturer? A quasi-experimental Study on Burnout and Bribery in Higher Education.’ *Research in Higher Education*, XX (X). <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*, <https://doi.org/10.3389/fpsyg.2021.655964> [open access].
- [7] † * **Weißmüller, Kristina S.** (2021). ‘Publicness and Micro-Level Risk Behaviour – Experimental evidence on stereotypical discounting behaviour.’ *Public Management Review*, <https://doi.org/10.1080/14719037.2020.1862287> [[Preprint](#)].
- [6] † * **Weißmüller, Kristina S.**, De Waele, Lode, & van Witteloostuijn, Arjen. (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> [[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 [[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*, 1st advisor: Prof Dr. Rick Vogel, 2nd 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*, 1st advisor: Prof. Dr. Kerstin Mayerberger, 2nd advisor: Prof. Dr. Carla Bohndick. doi.org/10.25592/uhhfdm.119.

3. PEER-REVIEWED CONFERENCE PROCEEDINGS

- [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.' *81st 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., & 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.' *23rd 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.' *23rd International Research Society on Public Management (IRSPM) Conference, P25 Public Service Motivation*, 20.04.-23.04.2021, online.
- [26] * **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.
- [25] **Weißmüller, Kristina 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.
- [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 24th International Public Management Network (IPMN) Conference*, 8.-10.07.2020, Seoul National University (SNU), South Korea.
- [22] **Weißmüller, Kristina S.**, van Witteloostuijn, Adrian, De Waele, Lode & Ritz, Adrian. (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.

- [21] Ritz, Adrian, Steijn, A. J. (Bram), **Weißmüller, Kristina S.**, & Alfes, Kerstin. (2020). '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.
- [20] Ritz, Adrian, **Weißmüller, Kristina S.**, De Waele, Lode & van Witteloostuijn, Arjen. (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.
- [19] Ritz, Adrian, Steijn, A. J. (Bram), **Weißmüller, Kristina S.**, & Alfes, Kerstin. (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.
- [18] **Weißmüller, Kristina S.** & Ritz, Adrian. (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.
- [17] * **Weißmüller, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (2019). 'Strategic Negotiation Behavior in Public-Private Partnerships.' *VHB Pfingsttagung, WK ÖBWL*, 13.-14.06.2019, Rostock, Germany.
- [16] De Waele, Lode, **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, Cannaerts, Naele, Coreynen, Wim, Philipsen, J., & Vanderstraeten, Johanna. (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.
- [15] * **Weißmüller, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (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.
- [14] * **Weißmüller, Kristina S.**, De Waele, Lode, & van Witteloostuijn, Arjen. (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.
- [13] * De Waele, Lode, **Weißmüller, Kristina S.**, & van Witteloostuijn, Arjen. (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.
- [12] * De Waele, Lode, **Weißmüller, Kristina S.**, & van Witteloostuijn, Arjen. (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.
- [11] **Weißmüller, Kristina 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.
- [10] * **Weißmüller, Kristina S.** & Vogel, Rick. (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, Scotland, GB.
- [9] **Weißmüller, Kristina 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.
- [8] * **Weißmüller, Kristina S.** & Vogel, Rick. (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.

- [7] * **Weißmüller, Kristina S. (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*.
- [6] * **Weißmüller, Kristina 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*.
- [5] * **Weißmüller, Kristina 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*.
- [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 24th 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.’ *20th International Research Society on Public Management (IRSPM) Conference 2016, 13.-15.04.2016, Hong Kong, PR China*.

4. CONTRIBUTIONS TO BOOKS

- [4] **Weißmüller, Kristina S. (2021)**. ‘Thema: Organisationale Identifikation (Fallstudie 29)’ (p. 495-498). 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.
- [3] **Weißmüller, Kristina S. & Künzler, Philippe. (2021)**. ‘Thema: Netzwerke als hybride Organisationsform (Fallstudie 21)’ (p. 441-449). 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.
- [2] **Weißmüller, Kristina S. (2021)**. ‘Fallstudie 29: Krisenmodus! Motivation und Identifikation bei befristet Beschäftigten?’ (p. 289-298). 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.
- [1] **Weißmüller, Kristina S. & Künzler, Philippe. (2021)**. ‘Fallstudie 21: Vernetzt kompetent: Grundlagen des Netzwerks- und Kooperations-managements für die öffentliche Verwaltung’ (p. 207-214). 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

- [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: Behavioral Public Administration, 7.-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: Behavioral Public Administration*, 7.-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.' *81st 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.
- [29] 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.
- [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"*, 5.-6.12.2020, London, United Kingdom & online.
- [27] **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.
- [26] 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 (online panel sessions due to Covid-19 pandemic), Budapest, Hungary.
- [25] **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 24th International Public Management Network (IPMN) Conference*, 8.-10.07.2020 (online panel sessions due to Covid-19 pandemic), Seoul National University (SNU), South Korea.
- [24] **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, De Waele, Lode & Ritz, Adrian. (2020) 'Corruption in Public, Private, and Hybrid Organizations – Behavioral Evidence on the Context Dependency of Tolerating Bribery from a 10-country Experimental Study.' *23rd International Research Society on Public Management (IRSPM) Conference, P3 Behavioral and Experimental Public Management* (online panel sessions due to Covid-19 pandemic), 22.04.-24.04.2020, Tampere, Finland.
- [23] Ritz, Adrian, Steijn, A. J. (Bram), **Weißmüller, Kristina S.**, & Alfes, Kerstin. (2020). '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* (online panel sessions due to Covid-19 pandemic), 22.04.-24.04.2020, Tampere, Finland.
- [22] Ritz, Adrian, **Weißmüller, Kristina S.**, De Waele, Lode & van Witteloostuijn, Arjen. (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, Arjen, Steijn, A. J. (Bram), **Weißmüller, Kristina S.**, & Alfes, Kerstin (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.
- [20] **Weißmüller, Kristina S.** & Ritz, Adrian. (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.
- [19] * **Weißmüller, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (2019). 'Strategic Negotiation Behavior in Public-Private Partnerships.' *VHB Pfingsttagung, WK ÖBWL*, 13.-14.06.2019, Rostock, Germany.

- [18] De Waele, Lode, **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, Cannaerts, Naele, Coreynen, Wim, Philipsen, J., & Vanderstraeten, Johanna. (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, Kristina S.**, Bouwman, Robin, & Vogel, Rick. (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, Kristina S.**, De Waele, Lode, & van Witteloostuijn, Arjen. (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, Lode, **Weißmüller, Kristina S.**, & van Witteloostuijn, Arjen. (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, Lode, **Weißmüller, Kristina S.**, & van Witteloostuijn, Arjen. (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, Kristina 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.*
- [12] * **Weißmüller, Kristina S.** & Vogel, Rick. (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, Scotland, GB.*
- [11] * **Weißmüller, Kristina 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.*
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- [8] * **Weißmüller, Kristina 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.*
- [7] * **Weißmüller, Kristina 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.*
- [6] * **Weißmüller, Kristina 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.*
- [5] **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.*
- [4] * **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, 24.-26.08.2016, Utrecht, Netherlands.*

- [3] * **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 24th World Congress of Political Sciences*, 23.-28.07.2016, Poznan, Poland.
- [2] * **Weißmüller, Kristina S. (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, 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

- 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). 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

Ritz, A., **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

- [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

- [6] Fischer, Caroline, & **Weißmüller, Kristina S. (2021).** ‘Hiding, Ignoring, Sharing, Correcting: Handling Errors in Public Organizations.’ *Journal of Public Administration Research and Theory* (under review).
- [5] Maasland, Christian, & **Weißmüller, Kristina S. (2021).** ‘Blame the Machine? Insights from a Framing Experiment on Algorithm Aversion and Blame Avoidance in Computer-aided Human Resource Management.’ *Frontiers in Psychology – Organizational Behavior* (minor revision).

- [3] **Weißmüller, Kristina S.**, & Rometsch, Stefanie C. (2021). 'The Tacit Dimensions of Public and Private Sector Associations: Mapping Bureaucrats' Sector-Specific Sentiment in Switzerland, the US, and Germany.' *Journal of Public Administration Theory and Research* (under review).
- [2] Seidemann, Iris, & **Weißmüller, Kristina S.** (2021). 'Conceptual Foundations of Workforce Homogeneity in the Public Sector. Systematic Review on Causes, Consequences, and Blind Spots.' *Public Management Review* (resubmitted after minor revision).
- [1] Ritz, Adrian, **Weißmüller, Kristina S.**, & Meynhardt, Timo. (2021). 'Public Value at Crosspoints: A Comparative Study on Employer Attractiveness of Public, Private, and Nonprofit Organizations.' *Review of Public Personnel Administration* (resubmitted).