PERSONAL INFORMATION

Kristina S. Weißmüller Universität Bern

*12.12.1987 in Nürnberg, Germany KPM Center for Public Management

German citizenship (Swiss B permit) Schanzeneckstrasse 1, CH-3001 Bern, Switzerland

E-mail: <u>kristina.weissmueller@kpm.unibe.ch</u> Homepage: <u>http://www.ksweissmueller.com/</u>

© 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), French (A1)

MAJOR RESEARCH & TEACHING INTERESTS

- Public sector corruption, rule-breaking, and motivation

- Public-private partnerships, trust, and cross-sectoral negotiation
- Strategic management, leadership, and decision making 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 So-
	cial 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

Albert-Ludwigs-Universität Freiburg, Germany

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

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

09.2018-03.2021	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)

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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

'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/de-liberative-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); Lisa Trees* (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)

- 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, 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

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- Chair, panel 'Behavorial 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
 Journal of Behavioral Public Administration, 2018
 Journal of International Business Studies, 2021
 European Academy of Management, 2017
- Public Administration, 2016
 Review of Public Personnel Administration, 2020
 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 <i>Public Integrity Research Group</i> (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 €28,100
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

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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

- [12] Ritz, Adrian, Weißmüller, Kristina S., & Meynhardt, Timo. (accepted). 'Public Value at Crosspoints: A Comparative Study on Employer Attractiveness of Public, Private, and Nonprofit Organizations.' Review of Public Personnel Administration.
- [11] Meyerhofer, Ursula, Ritz, Adrian, **Weißmüller, Kristina S. (accepted)**. 'Wenn Mitarbeitende Mitarbeitende entlassen: Personalabbau im Konsent.' *zfo Zeitschrift Führung + Organisation*. [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*. 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*. 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. (2022). 'Publicness and Micro-Level Risk Behaviour Experimental evidence on stere-otypical 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 Prosocial 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 [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*

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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

- [36] Weißmüller, Kristina S. (2022). 'Implicit Dimensions of Moral Licensing in Citizen-State Interactions. A theoretical framework and research agenda.' Accepted for presentation at the Public Management Research Conference at the University of Arizona, 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.' Accepted for presentation at the 24th 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: Behavorial 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: Behavorial 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., 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.' 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.

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- [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.

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- [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), 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, 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. 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), https://doi.org/10.1007/978-3-658-31068-4_30. 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.
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5. PATENTS AND LICENSES

N/A

6. ORAL CONTRIBUTIONS TO CONFERENCES

- [36] Weißmüller, Kristina S. (2022). 'Implicit Dimensions of Moral Licensing in Citizen-State Interactions. A theoretical framework and research agenda.' Accepted for presentation at the Public Management Research Conference at the University of Arizona, 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.' *Accepted for presentation at the 24th 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: Behavorial 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: Behavorial 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.

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- [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 leadershipwith 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.
- [10] * 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.

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- [9] * 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.
- [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

since 01/2018

- Reviewer & Selection Committee member for Jugend forscht, Germany, 2015

University of Hong Kong, HKSAR, China).

- Reviewer & Selection Committee member for Schüler experimentieren, Germany, 2015

8. GENERAL CONTRIBUTIONS TO SCIENCE

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 Schmidthuber (Vienna University of Economics and Business, Austria), Dong Chul Shim (Korea University, South Korea), Tsai-tsu Su (National Taiwan University, China), Jeannette Taylor,

Corruption in the Public Sector (CorPuS) - A multi-national research network (www.corpus-

Wenyan Tu, Richard Walker (City University of Hong Kong, HKSAR, China), Sunny L. Yang (City

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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

[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

- [11] **Weißmüller, Kristina S.**, Ritz, Adrian, & Trees, Lisa (2022). 'Digital-era Governance in Switzerland. Empirical Evidence on the Opportunities and Challenges of Municipal Digitalization.'
- [10] **Weißmüller, Kristina S.**, & Zuber, Anna. **(2022)**. 'Micro-Foundations of Administrative Corruption in the Public Sector: Findings from a Systematic Literature Review.' *Public Administration Review (under review)*.
- [9] Kisliuk, Sarah, & Weißmüller, Kristina S. (2022). 'Social capital as a resource for prosocial donation behavior. Quantitative evidence on the moderating effect of strategic networking.' Nonprofit & Voluntary Sector Quarterly (under review).
- [8] **Weißmüller, Kristina S. (2022)**. 'Implicit Dimensions of Moral Licensing in Citizen-State Interactions. A Theoretical Framework and Research Agenda.' *Perspectives on Public Management & Governance (revise & resubmit)*.
- [7] 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).
- [6] 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 (revise & resubmit)*.
- [5] Fischer, Caroline, & Weißmüller, Kristina S. (2021). 'Hiding, Ignoring, Sharing, Correcting: Handling Errors in Public Organizations.'
- [4] **Weißmüller, Kristina S.**, van Witteloostuijn, Arjen, De Waele, Lode, Ritz, Adrian, Christensen, Robert K., Su, Tsai-Tsu, & Walker, Richard M. (2021). 'Civil Servants' Corruptibility in Sectoral Contexts: Experimental Evidence on the Moderating Effect of PSM on Bribery from Hong Kong, Switzerland, Taiwan, and the United States.'
- [3] Weißmüller, Kristina S., van Witteloostuijn, Arjen, De Waele, Lode, Ritz, Adrian, Christensen, Robert K., Gong, Ting, Hilgers, Dennis, Homberg, Fabian, Hung, Mei-Jen, Kim, Sangmook, Kolltveit, Kristoffer, Kuo, Ming-Feng, Ma, Liang, Monteduro, Fabio, Ripoll, Guillem, Schmidthuber, Lisa, Shim, Dong Chul, Su, Tsai-Tsu, Walker, Richard M., Xiao, Hanyu, & Yang, Sunny L. (2021). 'Pro-Social Rule-Breaking. Experimental Evidence on the Role of Harm Awareness and Professional Socialization on affect-based Client Discrimination from 13 Countries/regions worldwide.'
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