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RESEARCH INTERESTS	Management Accounting, Personnel Economics
ACADEMIC POSITIONS	Research Associate (10/2020 – 03/2026) Seminar for Personnel Economics University of Cologne, Germany Visiting Researcher (09/2025 – 11/2025) Department of Accounting NUS Business School, Singapore Visiting Researcher (02/2024 – 04/2024) Department of Public Finance University of Innsbruck, Austria
EDUCATION	PhD in Personnel Economics (10/2020 – 03/2026) University of Cologne, Germany 1 st supervisor: Dirk Sliwka, 2 nd supervisor: Judith Künneke Summer School for Data Science, Barcelona School of Economics (07/2025) IMPRS Summer School, MPI Bonn (06/2023) M.Sc. in Organizational Psychology (04/2017 – 05/2020) Bonn-Rhein-Sieg University of Applied Sciences, Germany B.Sc in Organizational Psychology (10/2014 – 03/2017) Bonn-Rhein-Sieg University of Applied Sciences, Germany
RESEARCH	Managing Skills in Organizations: Evidence from a Field Experiment [Link] with D. Sliwka (<i>R&R Management Science</i>) Shaping Habits in Organizations: A Field Experiment [Link] with D. Sliwka and S. Opitz <i>Best Paper 2025 EIASM Conference on Performance Measurement and Management Control</i> Learning from Errors: Evidence from the Field [Link] solo-authored Substitutes or Complements? A Firm-Level RCT on the Interplay of Technology and Leadership Contact for Employee Training with D. Sliwka and A. Burmeister (<i>draft available upon request</i>) Gamified Learning and Monetary Incentives: A Field Experiment with S. Luebke and D. Sliwka (<i>analysis stage</i>) How do Supervisors Shape Career Choices? – Evidence from Law Clerks with M. Heinz, J. Rottmann, and H. Schumacher (<i>data collection on-going</i>)

PRESENTATIONS	<p>Conference Presentations</p> <p>2025 - EAA Doctoral Colloquium, EAA Conference, WHU ACMAR, MAS Mid-Year Meeting, Colloquium for Personnel Economics</p> <p>2024 - ENEAR Conference, CESIfo Summer Institute on Reskilling in Firms, Academy of Management Conference</p> <p>2023 - Advances in Field Experiments, Field Days: Experiments Outside the Laboratory, SIOE Annual Meeting</p> <p>Seminar Presentations</p> <p>2025 – OrgEcon PhD Seminar (LMU Munich), Accounting Brown Bag (NUS Business School)</p> <p>2024 – Institute for Accounting and Control (LMU Munich), Department of Public Finance (Uni Innsbruck), Behavioral Management Science Seminar (Uni Cologne)</p>
GRANTS & AWARDS	<p>Add-On Fellowship, Joachim Herz Foundation (15,000€)</p> <p>Best Paper Award, EIASM PMMC 2025 (400€)</p> <p>C-SEB Visitor Program, Uni Cologne (3,000€)</p> <p>DAAD Travel Scholarship (2,015€)</p> <p>C-SEB Junior Start-Up Grant, Uni Cologne (5,200€)</p> <p>ECONtribute Research Grant, Uni Cologne (~250.000€)</p> <p>Selten-Seeding Grant, Reinhard Selten Institute (1,500€)</p> <p>Best Paper Award, NeuroPsychoEconomics Conference 2020 (500€)</p>
TEACHING & SUPERVISION	<p>Teaching Assistant</p> <p>CEMS Master in Management: Business Projects (2025)</p> <p>Business Projects in Corporate Development, Uni Cologne (2023, 2024, 2025)</p> <p>Strategic Human Resource Management, Uni Cologne (2022, 2025)</p> <p>Master Seminar in Personnel Economics, Uni Cologne (2022)</p> <p>Bachelor Seminar Corporate Development, Uni Cologne (2021)</p> <p>External Lecturer</p> <p>Occupational Choice, Bonn-Rhein-Sieg University of Applied Sciences (2025)</p> <p>Thesis supervision</p> <p>16x Bachelor Theses, 10x Master Thesis</p>
