



Curriculum Vitae

Sophie Johanna Moser

University of Konstanz

Chair of Organizational Behavior

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Profiles:



Research Focus

Topics Gender Inequality | Diversity, Equity & Inclusion (DEI) | Gender Pay Gap | Intersectionality | Migrant Integration | Future of Work

Methods Quantitative Research | Multilevel Modelling | Text Analysis using Natural Language Processing

Education

10/2022 – today **Ph.D. Graduate School of the Social and Behavioral Sciences**
University of Konstanz
Cluster of Excellence “The Politics of Inequality” and
Chair of Organizational Behavior

10/2020 – 09/2022 **M.A. Politics, Public Administration, and Management, with distinction**
University of Konstanz
Thesis: “Starting out in a gender-atypical occupation: Understanding negative work event trajectories of male and female tokens and their impact on performance and withdrawal”
Average grade: 1.0; Thesis grade: 1.0 | Award for best master’s degree

10/2016 – 03/2020 **B.A. Politics and Public Administration, with distinction**
University of Konstanz
Thesis: “Gender-personality faultlines in top management teams and firm performance: Perceived team unity and team decision quality as mediators”
Average grade: 1.3; Thesis grade: 1.0

08/2018 – 01/2019 **Study Abroad**
University of Stockholm, Sweden

Academic Positions

02/2025 – 04/2025 **Visiting Scholar, IESE Business School Madrid**
Mentor: Prof. Dr. Marta Elvira | Strategic Management & Managing People in Organizations | Madrid, Spain

02/2025 **Visiting Scholar, Universidad Complutense Madrid**

Mentor: Prof. Dr. María del Mar Maira Vidal | Employment, Gender and Social Cohesion | Madrid, Spain

10/2022 – today

Research Associate, Future of Work Lab Konstanz

Chair of Organizational Behavior | University of Konstanz | Konstanz, Germany

10/2022 - today

Research Associate, Cluster of Excellence “The Politics of Inequality”

Project “Integration at work” | University of Konstanz | Konstanz, Germany

10/2019 – 09/2022

Research and Teaching Assistant, Chair of Organizational Behavior

University of Konstanz | Konstanz, Germany

Awards & Grants

12/2024

MEiN Grant – Mentoring with Experts and international Networking, University of Konstanz (2,241€)

08/2024

Winner of William H. Newman Award for the Best Academy of Management Annual Meeting Paper based on a Dissertation

08/2024

Best Reviewer Award for providing helpful and constructive peer-reviews awarded by the Organizational Behavior division of the Academy of Management

08/2024

Winner of Best Student Conference Paper Award of the Diversity Equity and Inclusion Division of the Academy of Management

08/2023

Best Reviewer Award for providing helpful and constructive peer-reviews awarded by the Organizational Behavior division of the Academy of Management

05/2023

Award for best master's degree awarded by University of Konstanz alumni association VEUK e.V. (200€)

02/2023 – 07/2023

Participation in and lead of research project on gender pay gap that received Small Grants Funding by the Deutsche Forschungsgemeinschaft (DFG - German Research Foundation) under the Excellence Strategy of the German federal and state governments – EXC-2035/1 – 390681379 (10,000€)

02/2022

Roland Berger prize for best bachelor thesis on diversity (2,000€)

Publications

Peer-Reviewed Publications

Moser, S., Reinwald, M., & Kunze, F. (2022). Does my leader care about my subgroup? A multilevel model of team faultlines, LMX quality, and employee absenteeism. *European Journal of Work and Organizational Psychology*, 32(2), 234–244. <https://doi.org/10.1080/1359432X.2022.2136522> (Impact Factor: 4,3; VHB-Ranking: B)

Practice-Oriented Publications

Moser, S. & Kunze, F. (2024). Still a Divide: Why the Gender Pay Gap Persists – and What to Do about It. <https://kops.uni-konstanz.de/entities/publication/83b45a44-b5e8-4df0-aacf-14c946272ddf>

Moser, S. & Kunze, F. (2024). Parity, transparency, family friendliness - how the gender pay gap could get reduced. [in German] *Cluster of Excellence „The Politics of Inequality”* <https://kops.uni-konstanz.de/handle/123456789/69484>

Kunze, F., Korman, B. A., Apostolidou, A., Diehl, C., Koos, S., Maué, E., Moser, S., Reinwald, M., & Schumann, S. (2023). How can young migrants be successfully integrated into the labor market? The Integration@Work project. [in German] *Cluster of Excellence „The Politics of Inequality”* <https://kops.uni-konstanz.de/handle/123456789/68658>

Work under Review

Moser, S. & Kunze, F. Title blinded for anonymity reasons. (Stage: 1st Round Revise and Resubmit at *Journal of Management*; Impact Factor: 9,3; VHB-Ranking: A+)

Moser, S. Title blinded for anonymity reasons. (Stage: Under Review at *Human Relations*; Impact Factor: 4,5; VHB-Ranking: A)

Work in Progress

Moser, S. & Elvira, M. The Long Shadow of Intersectionality? A Longitudinal Perspective on Migrant Women's Pay Disadvantage

Moser, S., Ni, E., Morgenstern, S. Another Approach to Diversity Training: The Role of Empathy and Diversity Self-Efficacy

Peer-Reviewed Conference Presentations

Moser, S. & Lauterbach, A. Are You Afraid? Examining Workplace Attitudes toward AI and Employee Performance; *Accepted to the 85th Academy of Management Annual Meeting*, 25th – 29th July 2025 in Copenhagen, Denmark

Moser, S. Age- and Gender-Related Barriers to Career Advancement and Leader Emergence [Symposium]; *Accepted to the 85th Academy of Management Annual Meeting*, 25th – 29th July 2025 in Copenhagen, Denmark

Hampel, K. & Moser, S. Feeling Younger, Sharing Knowledge: Understanding Blue-Collar Workers' Knowledge Transfer Behaviour; *Accepted to the 85th Academy of Management Annual Meeting*, 25th – 29th July 2025 in Copenhagen, Denmark

Moser, S. & Lauterbach, A. (2025): Are you Afraid? Understanding Employee's Attitudes toward AI Tools at Work; *Accepted to the 22nd European Association of Work and Organizational Psychology (EAWOP) Congress*, 21st – 24th May 2025 in Prague, Czech Republic

Moser, S. (2024): Equal Pay or Empty Promises? How Organizational Diversity Goals Influence Gender Pay Gaps in a Gender-Segregated Labor Market; *Accepted to the German Scientific Commission for Human Resources Conference*, 4th – 6th September 2023 in Hannover, Germany
Nominated for Best Conference Paper Award

Moser, S. (2024): Occupational Devaluation, but Organizational Revaluation? Understanding Gendered Pay Discrimination; *Accepted to the 84th Academy of Management Annual Meeting*, 9th – 13th August 2024 in Chicago, Illinois

Winner of 2024 William H. Newman Award for the best Academy of Management Annual Meeting paper based on a dissertation

Moser, S. (2024): Gender Inequalities at the Workplace: A Multilevel Perspective; *Accepted to the 17th Equality Diversity Inclusion Conference*, 27th – 29th May in Seville, Spain

Moser, S. (2024): Occupational Devaluation, but Organizational Revaluation? Understanding Gendered Pay Discrimination; *Accepted to the 17th Equality Diversity Inclusion Conference* in Seville, Spain

Moser, S. (2023): Breaking Gender Norms: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to the German Scientific Commission for Human Resources Conference*, 22th – 22th September 2023 in Berlin, Germany

Hampel, K. & Moser, S. (2023): Feeling younger, Exchanging Knowledge: Understanding Blue-Collar Workers' Knowledge Transfer Behaviors; *Accepted to the German Scientific Commission for Human Resources Conference*, 21st – 22th September 2023 in Berlin, Germany

Moser, S. & Kunze, F. (2023): Breaking the Gender Norm: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to the 83th Academy of Management Annual Meeting*, 4th July – 8th August 2023 in Boston, Massachusetts

Moser, S. & Kunze, F. (2023): Breaking the Gender Norm: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to Swiss Leadership, Inclusion and Diversity Summit*, 1st- 2nd June 2023 in Zurich, Switzerland

Moser, S. (2023): Starting Out in a Gender-Atypical Occupation: Understanding Negative Work Event Trajectories of Male and Female Tokens and Their Impact on Performance and Withdrawal; *Accepted to the 21st European Association of Work and Organizational Psychology (EAWOP) Congress*, 24th – 27th May 2023 in Katowice, Poland

Moser, S. (2022): The interacting effect of team faultlines and leader-member exchange subgroup differentiation on absenteeism: A multi-level approach; *Accepted to the German Scientific Commission for Human Resources Conference*, 28th – 30th September 2022 in Berlin, Germany
Nominated for Best Conference Paper Award

Moser, S. & Reinwald, M. (2021): Does my leader care about my subgroup? Team Faultlines and Subgroup-based LMX Differentiation; *Accepted to the 81th Academy of Management Annual Meeting*, 29th July – 3th August 2021, Virtual Conference

Invited Talks

12/03/2025	The Impact of DEI Goals: Real Change or Just Empty Promises?, IESE Business School Barcelona, Spain
16/04/2024	How Can Young Migrants be Successfully Integrated into the Labor Market?, International Rescue Committee Berlin, Germany
15/01/2024	How Companies' Diversity Goals Impact the Gender Wage Gap across Occupations, University of Bielefeld, Germany

26/10/2023

Diversity at Work: How to Identify and Unlock the Opportunities of a Diverse Workplace, Fraunhofer Institute for Industrial Engineering Stuttgart, Germany

Teaching

- 03/2025 – today Organizations of Tomorrow: Trends, Challenges, Research Methods
Bachelor Seminar
- 01/2024 – today Supervision of Master Theses
- *Julia Schleißheimer*: Assessing the Impact of Remote Work on Employer Attractiveness: A Pre- and Post-Pandemic Analysis using Large Language Models
 - *Hilal Eyimaya*: Workplace Discrimination Experiences – A Comparison Between First- and Second-Generation Migrants
- 09/2022 – today Supervision of Bachelor Theses
- *Maren Schorpp*: From Profit to Principle – The Power of Diversity Framing
 - *Isabella Ferdinand*: Perceptions of Women in Leadership – The Impact of Social Media Representations on Employees
 - *Hilal Eyimaya*: Hidden Figures – Analysis of Minority Groups' Motivation to Lead
 - *Yelzaveta Burlaka*: Balancing Leadership Position and Family as a Women
 - *Erika Sarch*: Working from Home as a Mother – Work-Family Conflict and Emotional Exhaustion
- 04/2022 – 09/2023 Diversity in the World of Work – Opportunities and Challenges
Bachelor Seminar
Student satisfaction: 1.1 (scale from 1 to 5 with 1 being the best rating)
*** Nominated for LUKS Teaching Award of the University of Konstanz by students***
- 10/2019 – 02/2020 Human Resource Management and Organization
Bachelor Tutorial
Student satisfaction: 1.3 (scale from 1 to 5 with 1 being the best rating)

Professional Experience

- 08/2019 – 01/2020 **Fraunhofer Institute for Industrial Engineering, Stuttgart**
Research Assistant
- Administrative activities in the Department of Collaboration and Leadership
 - Research assistance in projects on New Work
- 02/2019 – 07/2019 **Fraunhofer Institute for Industrial Engineering, Stuttgart**
Intern
- Preparation and implementation of the event series “Popup Labor BW - Digitization in medium-sized companies”

Services

- Committee Membership* Member of the Equal Opportunities Council of the University of Konstanz (an Advisory Senate Committee), 2024-2026

Member of the Appointment Committee as a representative of the academic staff for a professorship in the Department of Politics and Public Administration at the University of Konstanz, 2024

<i>Reviewing Experience</i>	European Journal of Work and Organizational Psychology, <i>since 2024</i>
	International Journal of Human Resource Management, <i>since 2024</i>
	Journal of Organizational Behavior, <i>since 2024</i>
	Academy of Management Annual Meeting, <i>since 2021</i>

Software Skills

<i>Data Analysis</i>	Python (proficient), R (proficient), Stata (proficient), SPSS (good)
<i>Others</i>	Microsoft Office (proficient), PostgreSQL (good)

March, 2025