



# Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

## Cohort 2022

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### **Susanne Adler**

Ludwig-Maximilians-University Munich

Research interests: Consumer psychology, contextual factors in consumer decision-making, metascience

What do we really know about the processes shaping our choices? I research the intersection between consumer decision-making and metascience. Therefore, my research incorporates two themes. First, I focus on consumer decision-making in complex environments with contextual factors such as sensory stimuli. While individual research findings provide valuable insights into the decision-making process, it is often higher-level structures that determine the direction and development of a scientific field. My second research theme, therefore, incorporates a metascience perspective aiming at a more integrative understanding and use of existing knowledge in consumer research. I employ, for example, bibliometric methods that identify academic structures and latent research themes as well as engage in synthesizing research to better understand what we already know.



### **Helena Antonie Baier**

Technical University of Munich

Research interests: Education Economics, Behavioral Economics, Labor Economics

The focus of my research is on the economics of education and behavioral economics. In my study, I want to explore the question of whether psychological perseverance and resilience are factors that can be increased or whether they are immutable variables, as has long been assumed. Ideally, this experiment will show that exercises specifically designed for this purpose can strengthen the perseverance of 15-17 year old adolescents. At the same time, I would like to measure their expectations regarding their future working and private lives.

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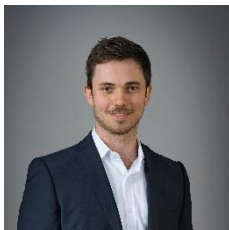
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**Lara Marie Berger**

University of Cologne

Research interests: Media Economics, Economics of Digitization, Experimental Economics

Digital media markets are crucial for the future of democratic societies, as they have the potential to shape the worldviews of billions. At the same time, there is plenty of evidence showing that these platforms often don't function in the best interest of their users. The goal of my research is to find out how we could improve digital media markets so that they better serve society. To do this, I combine classical economic tools with machine learning, causal inference, and experiments with non-standard subject pools.

**Dr. Maximilian J. Blaschke**

TUM School of Management

Research interests: Sustainability, Innovation, Policy, Accounting, Economics

I investigate regulatory incentives that foster the adoption of greener alternative technologies like electric vehicles or renewable electricity generation. As these greener alternative technologies frequently depend on demand side management, storage as well as grid reinforcements, I focus my research on the economic implementation and usage optimization of these flexibility measures. Using simulations and economic models I challenge taxation mechanisms, subsidy schemes, policies and regulations with a sustainability and climate focus. By that, my research uncovers political barriers and provides solutions that drive and incentivize the adoption of renewable energy and clean transportation for a more sustainable future.

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### **Irina Boboschko**

University of Cologne

Research interests: Sensor data, journalism, transformation of work, professional identity

My current research focus includes the effects of using sensor data in journalism on the journalistic profession as well as professional identity (e.g., regarding perceptions of trust vs. distrust in the new technology, perceptions of replaceability vs. complementability of work processes). Thereby, I look at the socio-technical changes of human-machine interaction in journalistic work processes. In this regard, I explore the changing roles and responsibilities between human and machine in journalistic decision-making processes by using sensor data. I investigate additional influencing factors such as regional differences (e.g., within the EU, developing countries, states with high vs. low press freedom), different genres of journalism (e.g., news, culture, local), and the use of different data analysis techniques (machine learning vs. rule-based algorithms).



### **Tamara Bogatzki**

WZB Berlin Social Science Center, Kiel University

Research interests: International Migration, Quantitative Economic History, Cultural Economics

I am an applied microeconomist working on topics of international migration and culture. In my research, I use econometric methods to test theories from sociology, political science, and social psychology. Combining macroeconomic data with original survey data from West Africa and with historic records, I am exploring if and how different cultural institutions and norms and historically rooted migration events shape contemporary migration intentions and behaviours. Thereby, my research contributes to the understanding of the (long-term) determinants of migration, also in relation to other development indicators, and to the prediction of future migration.

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**Dr. Max Braun**

FU Berlin

Research interests: Strategic business integrity, corporate misconduct, corporate governance, social evaluation of organizations

Corporate misconduct has far-reaching consequences for societies, corporations, and the people that work and live in them. My research aims to better understand how organizations can ensure their integrity and the integrity of the people working within them. I study how an organization's formal and informal structures and mechanisms shape the decisions made by individuals. Furthermore, I work on the social evaluation of organizations, specifically the factors that determine whether organizational behaviors are perceived as legitimate or illegitimate. My research combines economic, psychological, and sociological theories in an interdisciplinary approach. I focus on regression and meta-analytic methods and augment them with qualitative research methods.

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**Dr. Ignas Bruder**

Hertie School Berlin

Research interests: Business ethics, social entrepreneurship, sustainability, practice theory, normativity

In my research I view enterprises as embedded in society and investigate their obligations toward society as well as promising ways how enterprises and other forms of organization can contribute to social wellbeing. I focus on the 'how?' of organizational conduct related to social and environmental issues by analyzing the implicit normativity inherent in organizational practices. One part of my research relates to social enterprises and their possibilities (and limits) to address societal grievances effectively. Another part of my research revolves around organizational struggles toward sustainability and the coping with concomitant tensions between economic ends and environmental or social concerns. My research bridges critical ethics scholarship and theories of practice to contribute to organization and management theory.

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### **Christoph Daldrop**

Kiel University

Research interests: Leadership, diversity, bias and stereotypes, experimental design, open science

Leaders that do not match followers' implicit idea of how a leader looks like or what makes an effective leader (e.g., in terms of age, gender, ethnicity, or social class) are less likely to emerge as a leader and experience negative biases in how their performance is evaluated after they have obtained a leadership role. Specifically, there is a challenging situation for individuals with "working-class" backgrounds—they are mostly well-equipped for leadership roles but not getting appointed due to a lack of social and cultural capital. My research topic centers on illuminating when and why these "non-prototypical" leaders suffer and which factors improve the chances of non-prototypical leaders to rise on the career ladder and be seen as effective.

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### **Julian Detemple**

Goethe University Frankfurt

Research interests: Behavioral economics, development economics

I work on the measurement of behavioral preferences (social preferences like trust, time preferences like patience, risk preferences like risk aversion) with experimental methods and use these measurements in the field to better understand what is driving human behavior. In my methodological work, my research focuses on standardizing measurement methods and simplifying their implementation to expand their reach to new contexts and other disciplines. This involves, for example, the development of a no-code online platform, the so-called Behavioral Measurement Toolbox. In my applied work, I use lab-in-the-field and field experiments to shed light on how preferences shape behavior, for example how social preferences influence the formation of informal risk-sharing networks in The Gambia.

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### **Jun.-Prof. Dr. Samanthi Dijkstra-Silva**

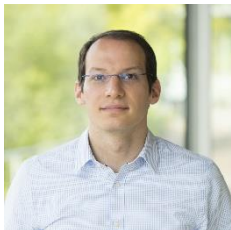
Technical University of Dresden

Research interests: Sustainability management, sustainability performance, sustainability transformation, sustainability reporting, corporate sustainability

Since April 2022, Samanthi Dijkstra-Silva is the holder of the Hans Carl von Carlowitz Junior Professorship for Sustainability Assessment and Policy at the Faculty of Business and Economics. She moves to Dresden from the Institute for Technology Assessment and Systems Analysis (ITAS) at the Karlsruhe Institute of Technology (KIT), where she conducted research on sustainability management and transformation. At the same time, she completed her PhD at the Centre for Sustainability Management at Leuphana University in Lüneburg on 'Managing, measuring and assessing sustainability performance'.

Her main research topics are corporate sustainability, sustainability management, sustainability performance, measurement, and assessment. In current research projects, she focuses on impact for sustainability, theorizing sustainability performance and investigates sustainability performance from a behavioral science perspective.

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### **Hendrik Döpper**

Heinrich Heine University Düsseldorf

Research interests: Industrial Organization, Competition Economics and Law, Market Power, Demand Estimation

Many people have the feeling that they are dealing with large and powerful companies in their everyday lives. Examples are digital companies like Facebook or Amazon or manufacturers of consumer-packaged goods like Nestle and Unilever. In my research, I focus on the question how we can measure (market) power, how it has changed over a long-time horizon, and what are causes for possible developments. Methodically, I rely on a combination of theory and empirics. I extend well-known methods that are known to work for single product categories and make these methods applicable at scale (e.g., to an entire industry) by drawing on expertise from computer science. My results contribute to the interdisciplinary discourse of competition economists and lawyers.

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**Dr. Markus Eyting**

Johannes Gutenberg University Mainz

Research interests: Behavioral Economics, Individual Decision-Making, Discrimination

My research focuses on individual decision-making and its deviations from perfect rationality. A key goal of my research is to better understand the interplay of belief formation, information processing, and individual decision-making and to utilize this knowledge to design effective policy. Most recently, I study applications of this in the context of discrimination by conducting a series of experiments. In particular, I look at if, how, and why people discriminate against others and what role individual belief formation and information processing play in this context. My research contributes to our understanding of discrimination dynamics and helps to design effective policies against discrimination.

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**Silvia Fernandez Castro**

LMU Munich

Research interests: Organizational economics, development economics

Successful teamwork has been one of the main drivers of innovation and growth in knowledge-industries over the last decades. From vaccine and pharmaceutical development to information technologies, the importance of teams is well established in a world that faces increasingly sophisticated problems.

My research agenda seeks to look inside, not only to understand what teams can contribute to the world but how team and group structures can be used to improve the welfare and choices of its members. I use field experiments to investigate how information provision can alter team dynamics and individual team member behavior.

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**Jakob Gärtner**

University of Heidelberg

Research interests: Development Economics, Randomized Controlled Trials

My overarching research interest lies in evaluating if projects implemented in developing countries have an impact on the participating individuals. To measure the impact rigorously, Randomized Controlled Trials are used: A large number of individuals are randomly assigned to be in the treatment (participating in the project) or in the comparison group (not participating in the project). Both groups are compared after the project ends.

In one study, I evaluate if alternative livelihood options (e.g., home gardening) increase climate resilience in coastal regions of Bangladesh where climate change induces rising sea levels and higher salinity. Also, I examine if a remote corona awareness campaign delivered over phone in rural Pakistan altered individual's perceptions and behavior towards the virus.

**Michael Geers**

Max Planck Institute for Human Development

Research interests: Consumer Behavior, Misinformation, Microtargeting, Judgment and Decision Making, Computational Social Science

My research investigates the psychology of consumer judgment and decision making. Specifically, I seek to better understand the intersection between consumer behavior and online technologies, currently pertaining to misinformation and microtargeting, and to develop interventions to mitigate these challenges. For instance, my work explores why older adults share substantially more low-quality information online, or how to boost consumers' resistance against manipulative microtargeting. To achieve this, I use a combination of online, laboratory, and field experimental methods, and draw on insights from consumer research, psychology, and computational social science.



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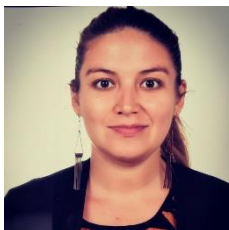
**Charlotte Gerling**

BTU Cottbus-Senftenberg

Research interests: Environmental economics, biodiversity conservation, climate change, policy instruments

Climate change is one of the largest threats to global biodiversity. In my research, I investigate how biodiversity can be protected cost-effectively, considering the impact of major threats such as climate change and intensive agricultural land use. Specifically, I examine how policy instruments for biodiversity conservation can be designed to conserve species cost-effectively even under the dynamic conditions of climate change. To achieve a high level of acceptance for climate adaptation measures for biodiversity conservation, however, the preferences of the population also play an important role. Therefore, in future research, I will also investigate what these preferences look like and how they can be considered in biodiversity conservation.

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**Dr. Tatiana González Grandón**

University of Flensburg

Research interests: Energy Economics, Operations Research, Development Economics, Decentralized Renewable Energy

My research takes an interdisciplinary approach to studying energy access in rural and peri-urban areas. In particular, my research addresses governance, ownership structures, business models, and demand uncertainty of so-called renewable-powered mini-grids. I focus on: Nigeria, Senegal, Tanzania, Togo, and Rwanda, which have been selected based on their diversity of institutional setting, economy and differing adoption levels of decentralized energy systems. I analyze which ownership structure allows access to decentralized electricity as both an economic good and a social right. I calculate what is the optimal tariff-subsidy level which makes decentralized energy systems commercially viable while protecting vulnerable citizens. Methodologically, I combine theoretical analysis of regulatory framework with quantitative approaches. I create open-source and policy-oriented tools.

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**Prof. Dr. Ali Aslan Gümüşay**

LMU Munich

Research interests: Organization, innovation, entrepreneurship, sustainability, futures

The research encompasses four areas: (1) values, meaning and hybridity in entrepreneurship, (2) grand challenges, sustainability, and new forms of organizing, (3) digitalization, management and innovation as well as (4) impact, scholarship and futures.

It has been published in outlets such as Academy of Management Journal, Academy of Management Perspectives, Business & Society, European Management Review, Innovation: Organization & Management, Journal of Business Ethics, Journal of Business Venturing Insights, Journal of Management Studies, Organization Theory, and Research Policy.

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**Dr. Martin Hänsel**

Potsdam Institute for Climate Impact Research

Research interests: Environmental economics, natural resource economics, climate economics

My scientific focus is on interdisciplinary research on the economic transformation towards sustainability. I study determinants of the economics of climate change, distributional effects of environmental policies within and across generations and the sustainable management of natural resources. Methodologically, my research includes economic theory, econometric analysis and empirically calibrated integrated assessment modeling. A particular scientific concern for me is the integration of the concept of planetary boundaries into climate-economy models. Planetary boundaries refer to environmental processes that regulate the stability and resilience of the Earth system, such as climate change, biodiversity loss, and ocean acidification.

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**Elena Heller**

University of Greifswald

Research interests: Economic geography, migration, informal institutions, innovation

In my research, I study the economic effects of cultural diversity. I aim to find out why some regions benefit more strongly from a diverse migrant population than others. More specifically, I investigate how “soft” regional characteristics – e.g., how inclusive residents in a region are - influence the economic effect of population diversity. For this purpose, I combine insights from economic geography, social psychology, and sociology with micro-econometric methods. Due to my background in economic geography, I consider not only the individual level but try to contextualise individual actions by looking at national, regional, and local circumstances as well.

**Dr. Henning Hermes**

ifo Institute Munich

Research interests: Behavioural economics, experimental economics, economics of education

I am a behavioral and experimental economist focusing on topics in labor, education, and the formation of (noncognitive) skills. More recently, I have worked on the importance of early childcare for life outcomes and inequality. In addition, I have projects in the areas of digital learning as well as paternalistic decision making. For my work, I mainly use field experiments, but I also do lab, lab-in-the-field, and survey experiments.

**Friederike Hertweck, PhD**

RWI - Leibniz Institute for Economic Research

Research interests: Economics of Education, Higher Education, Causal Inference, Quantitative Text Analysis

I am interested in the Economics of Education. My research concentrates on institutional frameworks and equity in the education sector. I am particularly interested in educational transitions and dropouts, the determinants of school and university choice, and the effects of cohort sizes. I mainly work empirically with large datasets, e.g., administrative data of the German and British higher education systems, tracking data from apps and websites, and textual data from non-fiction texts on higher education.



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### **Rosa Holtzwardt**

University of Mannheim

Research interests: Avatars, Virtual Embodiment, Human Computer Interaction

In my research I investigate the design and appearance of self-avatars and its impact for individual users, businesses, and society in an interdisciplinary approach. I'm interested how design principles for avatar appearance, congruent with users' ideal or realistic selves, can be derived from theoretical frameworks from Psychology, Marketing and Information Systems. The research also explores the impact of avatar appearance on avatar-facilitated task completion in e-commerce, e-health and virtual work. I also investigate the societal implications, particularly in terms of digital responsibility and the pressure of digital selves on offline appearance. Through this research, I aim to identify ways in which self-avatars can be designed and used to strategically enhance task-completion, and how this influences users on the individual and societal level.



### **Shan Huang**

University of Zürich

Research interests: Health economics, behavioral economics, innovation

In my research, I investigate the behavior of physicians as healthcare providers. Physicians are crucial to the healthcare system: They are often the first point of contact for patients, and physician decisions directly impact healthcare quality and costs. One focus of my research specifically aims to inform antibiotic stewardship policies that target physician prescribing habits. I examine how physician practice styles can be characterized separately from patients' demand for antibiotics, and whether prescribing practices can be altered. Another area of my research studies the relationship between physicians and the pharmaceutical industry, including the influence of physician altruism. To explore these topics, I use econometric methods on large administrative data and leverage natural experiments or experimentally elicited information.

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**Dr. Ksenia Keplinger**

Max Planck Institute for Intelligent Systems Stuttgart

Research interests: Human-Machine-Interaction, Diversity, Inclusion, Leadership, Gig Work

I am an interdisciplinary researcher working at the intersection of leadership, diversity, and intelligent systems. My research aims to support organizational leaders in the ethical use of artificial intelligence (AI) to unleash the true potential of diversity and inclusion, explore the nature of leadership in the AI age, and to manage gig workers through algorithms. My long-term research vision is to contribute to a more tolerant, diverse, and inclusive society by:

- 1) Designing responsible human-machine partnerships in the organizational context
- 2) Implementing diversity and inclusion initiatives via suitable AI tools
- 3) Raising awareness among organizational leaders about the benefits and ethical challenges of intelligent systems
- 4) Exploring consequences of the use of human-in-the-loop systems and AI-supported decision-making in the workplace.

**Théo Konc, PhD**

Technical University of Berlin

Research interests: Environmental economics, political economy, social networks, inequalities

The focus of my research is the study of public support for environmental policies. I develop models calibrated using survey data, which permits to identify policies that are effective in meeting environmental targets as well as receiving support from a majority of citizens. In ongoing projects, I study the resilience of support for carbon pricing. Using panel data and news coverage, I measure the variation in attitudes towards carbon pricing linked to its implementation in Germany, and after exogenous shocks, such as the recent energy crisis. This empirical work feeds into a theoretical objective, which is to model the deviation from optimal economic policies because of obstacles related to public support.

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### **Dr. Bastian Kordyaka**

University of Bremen

Research interests: Esports, video games, gamification, economics, psychology

Currently, I work as a postdoctoral researcher at the University of Bremen to better understand self-representation and social interaction in virtual environments. Regarding topics of my research, I seek to explore several entities related to the good and the bad side of contemporary video games. If you have any questions or requests for working together, don't hesitate to get in touch with me!

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### **Moritz Lubczyk**

University of Zürich, ZEW Mannheim and IAB Nürnberg

Research interests: labor economics, industrial organization, economic history, environmental economics

My research interests lie in applied microeconomics and combine tools and questions from labor economics, industrial organization, and economic history. In my work, I aim to identify the causal effects that shape the development of societies in the medium- to long-run. In a current project, I estimate the causal effects of long-term exposure to air pollution on individuals. I use historical data from socialist East Germany to show that environmental pollution exposure influences individuals and their development for many years after exposure ends. East Germany provides a unique historical test case to study these long-term effects with quasi-experimental methods.

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**Hendrik Mahlkow**

Kiel Institute for the World Economy

Research interests: Environmental and trade economics

My research interests lie in trade policy and environmental economics. Using large empirically calibrated simulation models, I calculate counterfactual scenarios ("what-if" scenarios). This can be used to evaluate proposed policy measures or to test the impact of already implemented measures ex post.

My work is characterized by policy-relevant research questions that make use of state-of-the-art quantitative methods. To this end, I develop models that can handle big data to estimate the key structural parameters necessary for counterfactual analysis. With this approach, estimation and computation go hand in hand.

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**Dr. Eva Markowsky**

University of Hamburg

Research interests: Migration, language, culture economics

I follow interdisciplinary approaches to studying culture and language as determinants of economic preferences and behavior. My research can be broadly categorized into three distinct but related fields: First, culture economics, where I conduct primary research and meta-analyses to understand how cultural norms affect the economic integration of immigrants, specifically female migrants' economic outcomes. Second, I work on gender differences in economic preferences. Here, my co-authors and I summarize and systematize experimental evidence on competition preferences in two meta-analyses. Third, I work in the field of language economics, where I study the linguistic capital of immigrants and natives in education settings and the labor market together with co-authors from economics, education sciences, and sociology.

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### **Hedda Nielsen**

Berlin School of Economics & Humboldt University of Berlin

Research interests: Behavioral Economics, Experimental Economics

My research is in behavioral and experimental economics, using experiments to explore topics such as fairness views, beliefs, and communication. In three current projects, I study how individuals' beliefs about others' actions, beliefs and intentions influence their willingness to redistribute, their propensity to trust others and their response to feedback, respectively. To address these questions, I employ both standard lab experiments with student samples, and conduct online surveys with members of the general population across different countries.



### **Dr. Tanja Ohlson**

University of Hamburg

Research interests: Management, sustainable finance, communication

My research is situated in the context of sustainable finance, connecting organization theory with communication theory. In my research I chose a new approach of studying shareholder engagement ethnographically by focusing on the institutionalized communication between large investors and companies. This communication aims to stimulate more environmentally and socially sustainable business practices and can influence expectations, mindsets, or activities. Thus, my research contributes to our understanding of, and solutions to, the societal grand challenges: the most pressing problems of our times.

At the heart of my research is my interest in listening and the role of the listener in constituting the norms and practice changes that result from it. This means that listening enables changes and influences the relationships of investors and the engaged companies in shareholder engagement. For my dissertation at the University of Oxford, I had the unique opportunity to observe meetings between an investor and its investee firms.

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### **Celina Proffen, Ph.D**

Goethe University Frankfurt

Research interests: Structural Transformation, Labor Economics, Political Economy

My primary research interest concerns the intersection of labor markets and structural transformation. How do young individuals make educational decisions given technological progress? Which sector and occupation do they choose to work in? What are the constraints and drivers of female labor market participation? These questions keep me busy most of the time in my Ph.D.

This said, my research interests are broad, and it motivates me to work on solutions for real-world problems by connecting the tools and expertise of different fields in the best possible way. For example, I have done some research on financial market topics and currently work on an academic paper on the effects of media bias on discriminatory consumption behavior.

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### **Friederike Reichel**

Ludwig-Maximilians-University Munich

Research interests: Behavioral economics, experimental economics, communication

I am a behavioral economist studying preventive health care behavior and communication. With my work on preventive health care behavior, I am trying to answer questions like: Is the individual decision to take up preventive cancer check-ups influenced by peers? And if so, can we leverage those peer effects with easy and scalable interventions to increase take up rates? In a second line of research, I am studying behavioral biases in communication and the dynamics of ordinary language. All my work involves an experimental approach to allow causal inference.

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**Dr. Max Reinwald**

LMU Munich

Research interests: Diversity, Collaboration, Leadership, Organizational Behavior, Human Resource Management

In my research, I study inclusion and collaboration in teams and organizations with a special focus on how (1) diversity, (2) leadership, and (3) digital technologies influence collaborations and inclusiveness. In studying diversity, I look at how demographic diversity and differences in political attitudes affect collaboration in organizations. To improve collaboration across differences my work on leadership focuses on how leader behaviors and framing of human resource practices facilitate more productive interactions. My emerging work on digital technologies focuses on how different technologies influence collaboration in organizations and how age and gender divides in the usage of remote work options can influence the inclusiveness of organizations.

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**Dr. Lisa Rogge**

FAU Erlangen-Nürnberg

Research interests: Development economics, health economics, impact evaluation

In my research, I am interested in the interlinkage between good health and economic development, and the role of public policy at this intersection. I seek to better understand the barriers that keep individuals from taking good preventive and curative health decisions and how a health system can support these. In this context, I mainly use field experiments and quasi-experimental designs to address questions that arise as public health insurance schemes are expanding in low- and middle-income countries as well as the possibilities for targeted and personalized information interventions that lie in increasingly digitized health systems. Naturally, this work is often embedded in and benefits from interdisciplinary and international collaborations.

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**Matthias Scherr**

University of Regensburg

Research interests: Econometrics, Development Economics, Credit risk

70% interest rates aren't an outlier when it comes to microcredits in developing countries. My research aims to reduce this burden while lowering the screening cost for microcredit institutions. Particularly I investigate the role of smartphone-data as a predictor for credit default rates.

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**Paul Schüle**

ifo Institut Munich

Research interests: Public Economics, Inequality and Redistribution

Economic circumstances deeply shape our opportunities to live according to our own desires. In my research, I am concerned with the question of what the government can do to ensure that these economic conditions do not diverge too much between the members of a society. To this end, I try to understand better how social mobility and equality of opportunity can be measured in a convincing way. In a second strand of my research, I ask how to reliably evaluate the impact of public policies on both economic efficiency and the distribution of economic resources.

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**Dr. David Shkel**

FernUniversität in Hagen

Research interests: Sustainable finance, investor behavior, retail derivatives

The connecting elements of my research projects are private investors and the financial products available for this target group. Besides projects with approaches from mathematical finance, the focus is mainly on sustainable financial products and the decisions of private investors. I analyze which characteristics of sustainable financial products are relevant for investors' decisions and how sustainable investors can be classified. In addition, the hypothesis is examined that the birth of a child creates or increases awareness for the topic of sustainability and that especially parents of young children increasingly demand sustainable products.

In another project, I analyze how investors perceive and understand the various options currently available for reporting costs of retail derivatives and how these influence their investment decisions.

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### **Henrike Sternberg**

Technical University of Munich

Research interests: Development Economics, Behavioral Economics, Gender and Family Economics, Economics of COVID-19

My research examines individuals' prosocial preferences and cooperation patterns, and, in particular, their importance for citizens' responses to public policies and interventions. Utilizing a wide range of experimental methods and primary data collection, I investigate this in two separate contexts: On the one hand, I am involved in a large EU Horizon 2020 project about the COVID-19 pandemic, in which my coauthors and me assess the role of prosocial preferences for citizens' responses to numerous pandemic-related policy measures introduced in European countries. On the other hand, motivated by policy interventions aimed at identifying and alleviating barriers to women's agency in household decisions, I study cooperation patterns in financial bargaining processes among spouses and in-laws in extended family households in India.



### **Dr. Wiebke Szymczak**

University of Goettingen / University of Hamburg

Research interests: Experimental corporate finance, sustainable finance, law and finance

Financial decisions are shaped by the social environment in which they operate. Yet, canonical models in financial research continue to rely on the assumption of pure material self-interest and neglect the impact of social norms and dynamics on financial decisions. This blindspot can result in potentially misleading normative conclusions, which destroy rather than generate welfare. Corporate contributions to global crises, including climate change, loss of biodiversity and human rights violations, illustrate the need for a paradigm shift. In my research, I design and implement behavioral experiments to test the causal effect of social preferences, norms and dynamics on corporate investment and financing decisions. Moreover, I am interested in the efficacy of social incentives in preventing norm violations.

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### **Max Thon**

University of Cologne

Research interests: Applied Microeconomics, Organizational Economics, Field Experiments, Hiring, Risk-taking behavior

My research focuses on the area of organizational economics. More specifically, I mainly use empirical – but also theoretical – methods to answer interdisciplinary research questions at the intersection of economics and business administration. In one of my current projects, we study how firms can increase the diversity of their applicant pool with targeted recruiting methods by conducting randomized controlled trials, as well as large-scale surveys in cooperation with firms. Furthermore, I study the determinants of risk-taking behavior. Explaining the determinants of risk-taking behavior of individuals and teams is important, as it helps firms to design optimal incentive contracts. My research aims at answering timely and relevant research questions with important implications for organizations, managers, and policymakers.

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### **Dr. Kerstin Unfried**

Bernhard-Nocht Institute for Tropical Medicine

Research interests: Economics of conflict, global health, environmental economics, development economics

I am generally passionate about and motivated to understand how political, economic, and psychological factors shape human behavior and human living conditions with a particular focus on developing countries. More specifically, I am working on research projects in the fields of economics of conflict, global health, and environment. I worked for instance on the causes and consequences of violent conflict and assessed the effects of plastic waste trade on air pollution in China. A current project of mine investigates the role of religion and traditions in hygiene behavior.

My research uses methods of applied microeconometrics. I often utilize geospatial data in combination with quasi-experimental methods or own-collected data and experimental methods for causal inference.

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### Qi Zhang

Frankfurt School of Finance and Management

Research interests: Financial accounting, Disclosure regulation, Sustainability

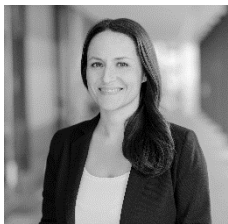
My research focuses on the firms' disclosure behaviors and the economic consequences of disclosure regulations. My current research aims at enhancing our understanding of the role of accounting information in resolving information asymmetry in the capital market as well as in society. Taking that problem apart, it involves the cost-benefit analyses by the firms and the regulators and the heterogeneous preferences of the stakeholders. At the same time, as the expansion of the scope of disclosure topics (e.g., sustainability) and channels (e.g., website and social media) brings new challenges for researchers to understand the information within disclosures, I am also interested in applying natural language processing and machine learning techniques to tackle the sophisticated nature of disclosure.

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# Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

## Cohort 2021

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**Dr. Verena Bader**

Bundeswehr University Munich

Research interests: Digital Human Resource Management, Digital Organizing, Co-Determination, Human-Technology Interface, Sociomateriality

I study the changes of work, human resource management and organizing in the course of digitalization. My research focuses on the changes that emerge from the interaction between humans and (digital) technology. In particular, I am interested in analytics and the related algorithms, user interfaces, and human (decision-making) behavior. The new possibilities of collecting and analyzing employee data require an explicit consideration of co-determination. Therefore, another focus of my research is the future of work and employment relations.

**Victoria Kaiser**

ifo Institut Munich

Research interests: Economics of Crime, Economics of Gender, Development Economics

I am working on a large-scale project which looks at how the police should optimally respond to crimes of domestic violence. My research focuses on how the police can break cycles of domestic violence and therefore protect women from renewed victimization. This project also includes a mixed-methods randomized control trial with police officers in India, aimed at exploring how to increase their effectiveness in dealing with gender-based crimes. In this project, I am working with an interdisciplinary team that includes both psychologists and economists, and the project will make use of qualitative methods as well as quantitative experimental methods.

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Emilio Esguerra**

Ludwig-Maximilians-University Munich

Research interests: Economic History, Political Economy, Behavioral Economics

My research studies the importance of social identity for individual behavior. In my main project, I use historical data from Austria-Hungary to investigate the role of national identity and ethnic diversity for discrimination and migration choices. My research follows an explicit interdisciplinary approach: I derive hypotheses from insights generated in psychology, political science, and sociology. Using newly digitized individual-level data from historical archives, I then apply econometric methods for causal inference to test them. In other work, I use field experiments to investigate the importance of leading by example for prosocial behavior.



### **Lena Greska, Ph.D**

Ludwig-Maximilians-University Munich

Research interests: Labor Economics, Organizational Economics, Innovation

An ever-increasing "burden of knowledge" (Jones 2008) forces us to choose what to know: A little about a lot, or a lot about a little. My research focuses on understanding how this trade-off between being a specialist or a generalist affects individual innovative capacity and how specialists and generalists best collaborate in teams. In addition to the economics toolbox, I employ methods from natural language processing to map the historical development of specialization and changes in the knowledge space, and to identify specialists and generalists.

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Dr. Stefanie Habersang**

Leuphana University Lüneburg

Research interests: Innovation, Sustainability, Temporality, Entrepreneurship

In my research, I investigate the development of sustainable innovations as well as the overcoming of gender stereotypes in female entrepreneurship. To this end, my research is situated at the intersection of organizational theory and entrepreneurship. In doing so, I combine a systems theory perspective with a temporality lens. My research revolves around the following two questions: (1) How do organizations enable systemic change through sustainable innovation and what is the role of different time regimes? (2) How do women construct an entrepreneurial identity in traditionally shaped contexts to overcome gender stereotypes? In my research, I follow an "engaged scholarship" approach. This approach allows me not only to make a theoretical contribution to the understanding of complex phenomena, but also to work with different stakeholders, such as different organizations and women entrepreneurs, on evidence-based solutions.



### **Lavinia Kinne**

ifo Institut Munich

Research interests: Labor, Education, and Behavioral Economics

My research focuses on inequalities in education and on the labor market, especially between men and women. I am interested in understanding what determines the inequalities across countries as well as among individuals in similar circumstances. More specifically, I look at how patience and risk preferences as underlying societal factors can explain a large part of the educational inequalities across countries participating in the PISA tests. In a similar international context, I analyze differences in cognitive skills between men and women and which choices might have led to the observed differences. Lastly, I am interested in psychological determinants of individual behavior, e.g. performance and motivation, especially regarding the presence and the characteristics of feedback.

## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Tobias Kircher**

Technical University of Munich

Research interests: Economic and Social Consequences of Privacy, Digital Platforms

The digital age presents new decision problems to managers and policy-makers. In my research in the field of the economics of information systems, I study the economics of privacy and digital platforms. In particular, I examine two broad research questions. First, I evaluate different privacy regulations of public policymakers and platform firms regarding their requirements and economic and social consequences. Second, I evaluate user and developer guidelines of platform firms with respect to their effect on user adoption and innovation. To answer my research questions, I combine econometric and machine learning methods.



### **Dr. Sven Klaaßen**

University of Hamburg

Research interests: Econometrics, Causal Inference, Machine Learning

In my research, I study the estimation of causal effects and inference in high-dimensional settings with machine learning methods. The application of machine learning methods often allows for precise predictions but poses a challenge to the construction of valid confidence regions. In a recent project, coauthors and I constructed a hypothesis test based on causal forests to test the validity of instrumental variables for local average treatment effect estimation.

Further, I am specifically interested in the estimation of heterogeneous treatment effects, which are of key importance e.g. for policy evaluation or personalized medicine. In this context, I am currently studying quantile models and data-driven selection of relevant subgroups.

## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Dr. Julia Kroh**

Kiel University

Research interests: Innovation Management; Stakeholder Management; Digital Innovation; Urban Innovation

I am doing research on stakeholder management in complex innovation processes like digital innovations, service innovations and urban innovations that address the sustainable transformation of the urban space. As complex innovations rely necessarily on stakeholders' knowledge, stakeholder become a key resource. However, their involvement may face several challenges. Based on qualitative and quantitative analyses, my research analyzes how project teams and organizations shall involve internal and external stakeholders in the development and implementation of such innovations. My current research projects include the energy industry, the health care sector, and the city as innovation object. They have the goal to reveal the underlying mechanisms of a digital and sustainable transformation of the specific innovation object. The fellowship supports especially my interdisciplinary research on the acceptance and usability of digital tools like augmented reality applications for stakeholder involvement in the city.



### **Ass.-Prof. Dr. Valentin Lang**

University of Mannheim

Research interests: International Political Economy, Development Economics, Global Governance

I am interested in the political, economic and social implications of globalization and global governance. In particular, my research addresses the role of international organizations like the IMF, the World Bank, the UN and the EU for the global economy. The results of my research point to various profound economic effects of these organizations on national societies. In some of my more recent work, I also focus on the increasing skepticism of globalization and global governance. In this context, I particularly focus on the role played by migration and inequality. My research on these topics combines approaches from economics and political science. Methodologically, I mainly work with statistical methods for causal inference.



## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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**Dr. Sarah Langlotz**

University of Göttingen

Research interests: Development Economics, Political Economy, Focus on the Economics of Conflict and Migration

In my research, which focuses on Development Economics, I aim at combining policy-relevant topics with quantitative methods that allow for causal inference. To do so, I exploit quasi-experimental settings. One strand of my research looks at aid effectiveness, mainly from a macro-level perspective. Another strand considers the economics of conflict and migration, mostly based on household-level and geospatial data. In my recent work I focus on Afghanistan, where I explore how social ties, social norms, and the legitimacy of different conflict actors are affected by different types of economic and political shocks. I consider the role of income shocks but also the dynamics caused by the presence of foreign military forces and the sudden appearance of a new global terrorist group.

**Dr. Florian Pethig**

University of Mannheim

Research interests: Information Systems, Societal Impact of IT, Data Analytics

In my research, I investigate how bias and discrimination influence the use of information technology (IT). For example, in a current research project, I analyze how a nudge that informs other members of an online community about a member's newcomer status can reduce negative behavior toward this group. This increases the likelihood that newcomers remain active members of the community. Such results motivate me to understand how IT can be designed to reduce bias and mitigate adverse effects on certain groups. My work draws from multiple fields of research, including information systems, business ethics, psychology, and sociology. I often work with experimental data and large data sets, e.g., in the context of natural experiments.

## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Jun.-Prof. Dr. Stefan Razinkas**

FU Berlin

Research interests: Teams and Collaboration, Stress and Resilience, Innovation, Leadership

My research is strongly motivated by my interest in team-based activities and leadership in the context of innovation just as in stress-related phenomena at different organizational levels. This interdisciplinary research at the intersection of management, psychology and sociology is predominantly (but not exclusively) of quantitative empirical nature and particularly addresses multi-level problems critical for the efficient collaboration in teams and work groups despite constantly growing challenges. The knowledge generated in my research projects is also apt to inform practitioners about current topics important for leveraging the creative and motivational capabilities of their teams without compromising their team members' health.



### **Pauline Reinecke**

Hamburg University of Technology

Research interests: Technology, Discourse Research, Organization Theory, Process Research

In my research, I am interested in the development of data-based technologies in the context of digitalization (esp. Big Data, AI), which unfolds in controversial discourses about economic potentials and societal risks of the new technologies. Companies' handling of data-based technologies are embedded in these fields of tension. In various research projects I investigate discourses around Big Data, AI regulation, data responsibility and strategic data applications in the German, European and non-European context and their effect on corporate actions in dealing with data-based technologies.

## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Prof. Dr. Stephanie Schrage**

Hamburg University of Technology

Research interests: Sustainability, Global Supply Chains, Organizational Paradox, Business Ethics

My research focuses on sustainability strategies of corporations, which they apply in order to address governance gaps on a global and local level. My research is based on the assumption that mega trends like globalization and digitalization create such governance gaps, which institutions from the public sector (yet) fail to fill. Therefore, multinational corporations are often acting in limitedly regulated or even unregulated space - driven by rapid global and digital development of business. Such governance gaps create the need for strategic sustainability management as they are attaining social and ecological responsibility to private, economically oriented firms. These sustainability strategies often unfold in paradoxical tensions for business actors as they are in conflict with established competitive strategies. It is the objective of my research to analyze the practices that firms apply in order to handle these paradoxes, aiming to understand them in their application contexts, drivers and outcomes.



### **Ass.-Prof. Martin Sievert**

Leiden University

Research interests: Organizational Legitimacy, Organization and Management Theory, Human Resource Management

I study individual actors from different management-oriented perspectives. On the one hand, my dissertation focuses on audiences by addressing individual legitimacy judgments. Using experiments, I examine how individual evaluators reach beliefs about an organization's appropriateness. These studies address actors outside the organization, accounting for their perceptions and behaviors. This approach allows examining the microfoundations of different organization and management theories. On the other hand, my research addresses individuals within organizations by focusing on organizational behavior and human resource management. Most importantly, we are interested in person-environment misfit and its organizational consequences, complemented by research on recruitment. My theoretical and methodological toolkit is interdisciplinary, and my projects focus on the intersection between management and public administration research.

# Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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**Dr. Christina Strobel**

Hamburg University of Technology

Research interests: Behavioral Economics, Experimental Economics, Human Machine Interaction, Artificial Intelligence

My current research mainly focuses on human-machine-interaction, especially if and how humans behave differently when interacting with artificial agents (e.g. artificial intelligence) compared to other humans. It might not only be important to address the technical question of what we can achieve by using artificial decision-making systems but also how humans perceive them in different situations and how this influences human decision-making. In my work, I mainly apply methods from behavioral and experimental economics, such as lab and online experiments.

**Dr. Colin von Negenborn**

Hamburg University

Research interests: Mechanism Design, Philosophy & Economics, Game Theory, Social Choice, Sustainability Economics

My work lies at the intersection of economic theory and practical philosophy. Here, I bring together the formal toolkit of microeconomics and normative claims of justice, particularly when it comes to “fair” distributions and procedures. This interdisciplinary approach serves a two-fold goal. First, it allows us to better understand the implicit value judgments inherent in economic research, which is oftentimes taken to be purely “positive”. Second, it strives to make the methodological framework of such economic research, e.g. game-theoretic models, utilizable for questions of ethics.

Two of my current projects illustrate this interdisciplinary approach: 1) Marine resources in the international realm are designated to further “the benefit of mankind as a whole” by UN convention – how can and how should this concept be substantiated? 2) Our interaction with nature has consequences both in time and in space – how can global (international) and temporal (intergenerational) claims for justice be reconciled?

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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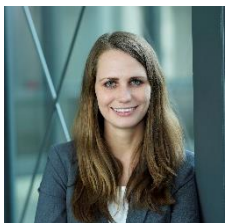


### **Daniel Weishaar**

Ludwig-Maximilians-University Munich

Research interests: Public economics, Welfare economics

With my research, I want to contribute to the understanding of (1) the perceptions and evaluation of inequalities by citizens of different societies and (2) the impact of fiscal and regulatory policy measures on these inequalities. For this purpose, I use existing (administrative) data and plan to supplement them with own survey experiments. For instance, I analyze with co-authors which individual attributes (e.g. working hours, education, gender, age) are deemed fair income determinants and whether the relationship between those attributes is perceived correctly. The multidimensional nature of preferences also plays a role for the optimal design of public policy. Using US tax data, I analyze in another joint research project, how the tax treatment of married couples in comparison to single individuals can be reformed in a welfare-improving manner. My research on redistributive questions thereby strongly relates to works in moral philosophy, sociology and jurisprudence.



### **Dr. Sandra Winkelmann**

University of Bochum

Research interests: Compliance, Incentive Systems, Controls

In my research, I investigate which factors or instruments can induce misbehavior of employees and, further, how such misbehavior can be avoided. In particular, I use experiments to analyze how different control and incentive systems affect employee behavior. In a new project, my co-authors and I investigate the effects of peer feedback on employee behavior. Thereby, peer feedback describes a system in which employees with a comparable status, remit, or profile evaluate each other. On the one hand, peer feedback can lead to more precise and accurate feedback than traditional feedback from the supervisor since peers can better assess each other's work activities and performances. On the other hand, peer feedback can also lead to distortions if individual employees have the opportunity to position themselves better by giving bad feedback to others.





# Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

## Cohort 2020

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### **Dr. Peter Andre**

briq – Institute on Behavior & Inequality

Research interests: behavioral economics

My research interest revolves around two central questions: (1) How does the general public perceive and understand economic and societal processes? E.g., how does the economy react to increased government spending or a monetary policy stimulus? (2) In which society and economy do individuals want to live? E.g., which forms of inequalities are fair? Both people's understanding of the economy and their policy preferences are pivotal because they shape the political debate and the policies that are ultimately implemented. My research has a strong interdisciplinary orientation and connects themes from behavioral economics with ideas and questions from macroeconomics, psychology, sociology, and social philosophy.



### **Ass.-Prof. Dr. Moritz Appels**

Erasmus University Rotterdam

Research interests: strategic leadership, political psychology, corporate sociopolitical activism

I study the interplay of political and economic actors. On the one hand, I experimentally investigate how recent sociopolitical activism of corporate leaders on issues such as gun ownership or abortion can shape behaviors of stakeholders and citizens in democratic processes. On the other hand, I ask why these leaders become engaged in social change in the first place and draw on unobtrusive measures of CEO characteristics to shed light on potential answers. As such, my projects are theoretically and methodologically guided by insights from management, politics, and psychology alike.

## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Mara Barschkett, Ph.D**

German Institute for Economic Research

Research interests: health economics, family economics, labor economics

In my research, I am interested in the effects of political measures on population health. As part of my dissertation, I evaluate the health effects of different reforms on different societal groups. In my current projects, I focus on two different reforms: a pension reform leading to an increase of the early retirement age for women and a childcare reform leading to an expansion of early childcare (for children below the age of 3 years). For both reforms I identify the reform effects on the prevalence of different diseases and emerging health care costs using administrative health insurance data that cover almost the whole German population.



### **Ass.-Prof. Dr. Julia Bartosch**

FU Berlin

Research interests: organization and management theory, corporate social responsibility, corporate wrongdoing, sustainability

With my research I analyze the social and ecological responsibilities of companies and explicitly focus on "irresponsible" activities e.g. the Volkswagen's "diesel dupe" or Wirecard's accounting scandal. The main issue of my research is to find out which factors are the drivers of those activities. In order to retrieve an answer to this question I take into account various methods from organization and management research as well as sociology and other social sciences. In all research projects I pursue a pluralistic approach taking into account different actors and analyze the configurational interaction of actors and structures on micro, meso, and macro levels.



## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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**Dr. Cara Ebert**

RWI – Leibniz Institute for Economic Research

Research interests: development economics, economics of gender and family, human capital

My research studies questions in development economics that revolve around human capital, gender and the family. I am particularly interested in how gender discrimination affects household decisions such as investments into health and education as well as the distribution of wage and care work. As part of my research, I collect primary data and run randomized controlled trials in lower income countries. My research findings intend to inform and contribute to the design of effective policy interventions to reduce inequalities and poverty.

**Jun.-Prof. Dr. Arndt Feuerbacher**

University of Hohenheim

Research interests: agricultural economics, environmental economics, policy analysis, biodiversity conservation

My research deals with the challenges of the ongoing loss in biodiversity which is of particular relevance for the agricultural sector. I am investigating how changes in pollinator diversity and population density affect the provision of ecosystem services. Moreover, I am studying the indirect benefits of animal mediated pollination for seed breeding and production, which is a largely understudied area. I aim to integrate the gained knowledge into economic simulation models, for example to assess impacts of insect friendly reforms of the EU's Common Agricultural Policy.

## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Dr. Yvonne Giesing**

ifo Institut Munich

Research interests: migration economics, labor economics, development economics

Results from my research aim at informing policy makers about effective migration and integration policies. In a current project, my co-authors and I study the effects of an information app on the integration of immigrants in Germany. We pose the research question whether a digital solution that provides access to high-quality information about the destination country and municipal integration offers improves the economic and social integration outcomes of immigrants. Other research projects focus on the causes (climate change, technological change, political instability) and the consequences (productivity, innovation, political effects) of migration. From a methodological point of view, I use natural experiments and randomized controlled trials to study causal effects.

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### **Cansu Güner**

Technical University of Munich

Research interests: science and technology studies, entrepreneurial studies, feminist technoscience studies

The central objective of my research is to explore the co-shaping mechanisms of gender and entrepreneurship. I am especially interested in the ways in which the figure of entrepreneur is gendered in different socio-technical constellations. In particular, I focus on co-living and co-working spaces as new forms of organising life and work. My research findings are based on a comparative fieldwork in two different tech hubs, in Munich and in the Bay Area. I utilise mixed methods including ethnography, Constructivist Grounded Theory, and Situational Analysis.

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Jun.-Prof. Dr. Silja Hartmann**

FU Berlin

Research interests: strategic management, organizational behavior, teamwork, resilience

In volatile business environments employees regularly experience change and setbacks. Furthermore, severe crises, such as the COVID-19 pandemic, can create unprecedented adversities for employees in organizations. Thus, a key question is how organizations and their members can successfully manage change, setbacks, and adverse situations to avoid negative effects on employees' performance and well-being. In my research, I investigate how employees and teams experience and make sense of such situations and which factors enable them, to positively deal with adversity and grow from it. A main focus of my research is on the concept of psychological resilience in the workplace, defined as positive adjustment within the context of adversity. My empirical research is based on qualitative and quantitative studies that I conduct in the field and in the laboratory.



### **Dr. Maximilian Heimstädt**

Weizenbaum Institute

Research interests: organization theory, economic sociology, science, technology studies

I study new forms of organizing in digitally-networked environments. I am particularly interested in "open" forms of organizing, such as Open Government, Open Strategy, Open Innovation or Open Science. Across these phenomena, I explore how openness – as a way of working and as a value at work – allows individuals, groups and organizations to navigate and address societal challenges.

# Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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**Prof. Dr. Julian Hinz**

Bielefeld University and Kiel Institute for the World Economy

Research interests: international trade, international migration, applied econometrics

In my research I study international trade, in particular its political economy and connection with foreign policy, and the spatial dimension of international trade and migration, often in the context of the so-called gravity equation. My work is characterized by policy-relevant research questions that make use of state-of-the-art quantitative methods often involving big data, as well as devising and implementing econometric techniques to handle such types of data.

**Ass. -Prof. Zainab Iftikhar, PhD**

University of Bonn

Research interests: international migration, family economics, development economics, labor economics

My research focuses on international migration, family economics and economic development. I develop theoretical models that allow for the interplay of socioeconomic background with economic incentives and outcomes. I use these models to (1) investigate the economic consequences of migration for the sending and receiving countries with a focus on labour market outcomes, (2) understand the decision making within families and study the implications of these decisions for income distribution and welfare in macroeconomy, (3) assess the potential outcomes of different policies in the context of migration, development and intra-household welfare. I also make use of empirical methods for my research.

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Caroline Knebel**

University of Mannheim

Research interests: household finance, behavioral economics

The increasing personal responsibility for old-age provision poses a challenge for many households. Research has shown that especially people with low levels of education, income, and financial knowledge have difficulties to plan for their retirement appropriately. In my research, I study the finances of private households and am interested in behavioral issues relating to savings decisions, financial knowledge and retirement provision. In a current research project, I analyze wealth decumulation decisions, i.e. how wealth is saved and consumed during retirement. I use experimental data to test whether different ways of presenting the financial situation (framing) have an effect on the acceptance of volatility in pension income.

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### **Jan Steffen Krause**

Kiel University and Kiel Institute for the World Economy

Research interests: decision theory, behavioral economics, moral psychology, ethics

I work on the interaction of risk-, time- and social preferences, both axiomatically and experimentally. In a current research project I investigate the foundations of social decision making. Specifically, I am interested in the mechanisms that shape behavioral strategies designed to resolve goal conflicts between self-oriented and community-oriented goals. I use methods from neuro- and social psychology to measure implicitly held moral beliefs and aim to show how these might explain social behavior in economic experiments. The project aims to understand how moral beliefs are formed, how they influence behavior in a wide variety of situations, if they are robust and how they can be used to achieve desirable goals.

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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**Prof. Dr. Rebecca Preller**

University of Bayreuth

Research interests: entrepreneurship, entrepreneurial psychology, innovation

In my research I investigate how entrepreneurs within their social context develop their ventures' future. For example, I study entrepreneurial visions in the team context, how entrepreneurial teams recover from team member exit, and how entrepreneurs blend their work and private lives while developing their ventures. I use qualitative and quantitative research methods.

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**Dr. Leo Schmallenbach**

University of Mannheim

Research interests: innovation management, social categories, knowledge creation

On a daily basis we are confronted with social comparisons, social categories and hierarchies. These social orders are oftentimes rooted in our subconsciousness and help us to make sense of the complex environment we live in. For example, we use them to judge products or evaluate our own performance against peers. Yet, at the same they can give rise to stereotypes and may lead to the exclusion of certain individuals or minorities. I am fascinated by the different facets of these social orders and their impact on innovation and knowledge creation. My research is located at the intersection of sociology and innovation management. It is my goal to establish causal and robust empirical evidence that uncovers the innovative potential of minorities as well as factors that hinder or foster the realization thereof.

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## Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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### **Dr. Juliane Zenker**

University of Göttingen

Research interests: development economics, labor economics, behavioral economics

My research focusing on household decision-making with applications to labor markets, financial inclusion, social protection, and sustainable development. The unique obstacles women face in escaping poverty are a focal theme in my work. In my studies, I use field experiments and quasi-experiments combined with machine learning tools to determine the welfare effects of policies and interventions e.g., in Afghanistan and other (post-)conflict settings.

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