Dr. Leyla Azizi
Technical University Dresden

Research interests: Reporting, Sustainability Management, Biodiversity

Dr. Leyla Azizi works at TU Dresden and has been an Add-on Fellow since October 2023. Her research focuses on sustainability management and sustainability reporting.

Calls for the protection and preservation of biodiversity are becoming ever louder at both political and social level. According to the Global Risk Report 2023, the loss of biodiversity is seen as the fourth greatest risk worldwide over the next ten years. This represents a societal challenge (known as the grand challenge) that could lead to the collapse of planetary boundaries. Currently, I focus on the role of the financial sector in addressing this grand challenge. Financial institutions play an important role as they have both direct and indirect impacts on biodiversity. As part of an interdisciplinary research approach, I would like to explain the phenomena of biodiversity loss and collective action against it and examine the role of the financial sector in this context.

JOACHIM
HERZ

STIFTUNG

Prateek Chandra Bhan, Ph.D.
University of Konstanz

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Research interests: Behavioural Economics, Developmental
Economics, Experimental Economics

I am a postdoctoral researcher at the University of Konstanz, where I am a
member of both the Cluster of Excellence "The Politics of Inequality" and
the Department of Economics. I study cost effective and scalable
behavioural interventions that aim to better the lives of individuals and
communities with a special focus on youth. Much of my work focuses on
the intersection of mental health, education and human capital (and child)
development. My research contributes towards unearthing the role of
mental wellbeing, agency and hope in bettering the lives of children and
youth, and its implications for development and inequality.

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JOACHIM
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STIFTUNG

Dr. Lisa Bogler
University of Göttingen

Research interests: Development Economics, Health, Education

I am a development economist who uses microlevel data to study questions related to health and education in low- and middle-income countries. For my main research project during my PhD, I implemented and evaluated an intervention of iron supplementation in preschools in rural India using a randomised controlled trial to address the high prevalence of anaemia in this setting. This project revealed gaps in the functionality of these preschools, and I plan to build on this work to further investigate the causes of low functionality. I also plan to investigate other, potentially scalable channels for reducing anaemia in India. Due to my own experience in primary data collections, I am interested in ethics of "field" research and international research collaborations.

Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

Björn Bos
University of Hamburg

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Research interests: Behavioral and Environmental Economics

My research addresses important issues in behavioral and environmental economics using state-of-the-art empirical methods. Most of my work is concerned with the evaluation of policies to improve air quality, public good contributions, common-pool resource problems, and distributional preferences. With the support of the Add-on Fellowships for Interdisciplinary Economics and Interdisciplinary Business Administration, I explore the distributional impacts of air pollution (regulations) and human responses to extreme air pollution events. For this purpose, I collaborate with interdisciplinary research groups, corporate businesses, and private stakeholders. I rely on existing big observational datasets and generate new data through simulations and economic experiments.

Cohort 2023

JOACHIM
HERZ

STIFTUNG

Johannes Brehm
RWI – Leibniz Institute for Economic
Research

Research interests: Environmental Economics, Public Policy
Analysis, Public Support

My research centers on examining the broad socio-economic implications
of the economic transformation towards sustainability. I'm interested in
the political economy of the green transition and the intersection of
environmental and social policy. Specifically, I investigate the co-benefits
of stringent environmental policies, understanding global public support
for such measures, and evaluating the effectiveness of dynamic climate
policy instrument mixes. Currently, I'm working on a paper on the
determinants of environmental tax opposition and their heterogeneity
across different temporal and spatial contexts. Methodologically, I apply
microeconometrics methods for causal inference and machine learning
algorithms to uncover complex relationships.

JOACHIM
HERZ

STIFTUNG

Dr. Angelika Budjan
University of Stuttgart

Research interests: Development Economics, Environmental
Economics, Political Economy

I am an Senior Researcher at the Institute of Economics and Law of the
University of Stuttgart. My research lies at the intersection of development
economics, environmental economics and political economy. I am
interested in identifying political, institutional and behavioural barriers to
sustainable development. My focus is empirical, using both experimental
data and geospatial analysis. My Ph.D. dissertation at Heidelberg
University received the Heidelberg Faculty Award of Economics and Social
Sciences and the KfW Prize of Excellence in Applied Development
Research. With a Master's degree from the London School of Economics, a
Bachelor's from the University of Bayreuth, and experience at the World
Bank, European Commission, and International Red Cross, I bring a
diverse background to my work.

JOACHIM
HERZ

STIFTUNG

Sandra Chrzan
Technical University Dortmund

Research interests: Corporate Social Responsibility Disclosure;
Decision Making; Sustainability Regulation

Given the increasing demand for transparent sustainability information,
the EU Commission is implementing various initiatives, such as the EU
Taxonomy, to guide capital towards sustainable businesses. In order to
effectively regulate behavior through transparency requirements, legal
regulations are necessary that acknowledge the economic decision-
making processes of various stakeholders in the capital and consumer
goods markets. In my interdisciplinary research in law and economics, I
am examining the influence of sustainability disclosure on investors'
judgments. The aim is to establish a basis for legal regulations on
information transparency and investment advice, fostering sustainable
investments. Furthermore, I am investigating the role of corporate
communication as a tool for promoting sustainable consumer decisions.
My interdisciplinary approach considers sustainability as a multifaceted
concept, using both quantitative and qualitative research methods to
support policymakers, businesses, and society in devising effective
measures for a sustainable future.

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STIFTUNG

Christoph Drobner
Technical University Munich

Research interests: Behavioral and Experimental Economics, Motivated Beliefs, Overconfidence

In many critical facets of life, people base their decisions on personal beliefs. For example, people make preventative health care decisions based on beliefs about their (future) health status. Traditional economic theory suggests that beliefs primarily function as a compass for sound decision-making, and incoming information is objectively processed. According to this view, personal beliefs remain unaffected by people's hopes and desires. Yet, empirical evidence consistently reveals that individuals frequently form too positive beliefs, leading to suboptimal decision-making. My primary research goal is to understand why and how people maintain overly positive beliefs, even though they are exposed to objective information.

JOACHIM
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STIFTUNG

Johanne Düsterbeck
Leuphana University of Lüneburg

Research interests: Innovation, Futures, Meaningful Work

My research focuses on how organizations and individuals pursue their goals in pluralistic and uncertain contexts. I center my studies around two main themes: 1) By applying a temporal lens, I explore how large organizations use 'future-making' to implement digital-sustainable innovations that aim to initiate transformations in traditional, high-polluting industries. 2) As part of my second research theme, I investigate individuals' strategies to increase their experience of meaningfulness at work. In particular, I use a discursive approach to map out the plurality of the work contexts I study. Drawing on my background in work and organizational psychology and management, I am able to develop process-oriented perspectives on organizational phenomena.

JOACHIM
HERZ

STIFTUNG

Ann-Katrin Eicke
University of Münster

Research interests: Artificial Intelligence, Technology and Innovation Management, Human-AI Interaction

Knowledge is the foundation for innovation. The increasing use of seemingly intelligent technologies, especially (generative) AI, is changing our access to knowledge and thus, our innovative behavior. My research at the interface of business administration, information systems, and psychology aims to contribute to a better understanding of the mechanisms behind these changes. To this end, I analyze the cognitive mechanisms underlying human-AI interaction and their impact on creativity and innovation. Additionally, I investigate the influence of AI strategies on firms' innovative behavior. Therefore, I combine textual analysis using machine learning with the analysis of patent and financial data. Interviews with leading AI managers from mostly listed companies deepen the findings and allow me to bridge the gap between science and practice.

JOACHIM
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STIFTUNG

Agustin Faure

Ludwig-Maximilians-University Munich

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Research interests: Organisational Economics, Political Economy,
State Capacity

I am an applied microeconomist with a focus on political economy and the
organizational economics of the state. My research centers on unraveling
the intricate connections between bureaucracies, state capacity, and the
broader economic framework. I am particularly fascinated by the impact of
incentive structures within public organizations on internal selections and
subsequent individual performance. Additionally, my interest delves into
understanding the transfer of knowledge between private and public
entities. Utilizing both reduced form and structural econometric
approaches, I draw insights from in-depth analyses of personnel records in
archival repositories, contributing to a nuanced understanding of these
complex dynamics.

JOACHIM
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STIFTUNG

Kai Fischer
Heinrich Heine University Düsseldorf

Research interests: Empirical Industrial Organization, Public
Policy Evaluation, Applied Microeconomics

I am an empirical IO economist. To qualitatively understand but also
reliably and empirically identify the direct and indirect benefits and
consequences of public policies on individual and institutional behavior is
of crucial importance for policymakers. In my research, I contribute to this
understanding by especially focusing on policy shocks in the context of
industrial organization and energy markets such as gasoline markets or
the coal mining industry. For this, I exploit quasi-experimental elements of
public policies and their direct consequences or apply structural methods.

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JOACHIM
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Kristin Gisa
University of Münster

Research interests: Sustainability, Green Manufacturing,
Innovation, Management

In my research, I want to understand how companies can become more
sustainable. More precisely, I focus on "green manufacturing," an
approach to improving the production site of a firm to be more
environmentally friendly. For example, it can reduce carbon emissions or
energy consumption. Besides a systematic literature review, I developed a
new methodology to measure the green manufacturing orientation of a
company. I use this empirical data to investigate the impact of green
manufacturing orientation on different performance indicators driving the
transition towards more sustainable and innovative business practices.
With my background as an industrial engineer, I combine the research
areas of sustainability, engineering, and management.

JOACHIM
HERZ
STIFTUNG

Jun.-Prof. Martin Glanzer, Ph.D.
University of Mannheim Business School

Research interests: Operations Management, Prescriptive Analytics, Optimization under Uncertainty

Dr. Martin Glanzer, Assistant Professor of Operations Management, specializes in cutting-edge research at the intersection of operations management, operations research, and statistics. With a Ph.D. in operations research, Dr. Glanzer has pioneered advancements in multistage stochastic programming and distributionally robust optimization. Shifting his focus from methodological work to practical applications, his current research concentrates on developing analytical models to address critical challenges in revenue management and sustainable water management. Driven by a commitment to both methodological rigor and practical relevance, Dr. Glanzer's research seamlessly integrates mathematical modeling and analysis with computational studies, showcasing innovative methods and algorithms.

JOACHIM
HERZ

STIFTUNG

Sebastian Gsell

Ludwig-Maximilians-University Munich

Research interests: Labor, Health, Public Economics,
Computational Methods

My research focuses on structural modeling in labor and health to address
pressing questions for public policy. Utilizing modern computing
infrastructure, I explore policy measures to redesign the German long-
term care system and ensure its sustainability in an aging society.
Population aging presents a challenge for both the social welfare system
and younger generations. The proportion of the elderly rises compared to
the working-age population, which increases the demand for family
caregivers - the children of care-dependent seniors. As a consequence,
family caregivers, especially women, face a time conflict between labor
supply and informal care.

Accounting for these complex dynamics, I conduct counterfactual analyses
and investigate policy recommendations for an equitable and resilient
long-term care system.

JOACHIM
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STIFTUNG

Sebastian Hager
Ludwig-Maximilians-University Munich

Research interests: Political Economics, Innovation, Economic History

I am an applied micro-economist working in the fields of political economy and the economics of innovation – often from a historical perspective. Within political economy, I study the consequences of ethnic conflict and war on economic behaviour. In the economics of innovation, I work on the behaviour of scientists and innovators in the post-WWII period.

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STIFTUNG

Dr. Hoa Ho
Ludwig-Maximilians-University Munich

Research interests: Management Accounting, Organization Economics, Behavioral Economics

I am an assistant professor (non-tenure track) at the Institute for Accounting and Control at the LMU Munich School of Management. I received my Ph.D. from LMU Munich, Department of Economics. My research examines the effectiveness of management controls in firms. I develop theory and collect field data to understand how formal and informal controls affect employee productivity and job satisfaction.

JOACHIM
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STIFTUNG

Leon Houf
Heidelberg University

Research interests: Behavioural Economics, Experimental Economics, Professional Identity, Computational Social Science

In my research, I focus on the social behaviour of individuals, groups and societies and their "identity and sense of belonging". Specifically, I investigate altruism, cooperation, discrimination and network cohesion in groups and communities. I place particular emphasis on the complex interactions between the behaviour of the individual and the effects on the group, as well as on the interactions between the group and society. Comprehensive answers to socially complex questions require interdisciplinarity, which is why I use experiments, computational approaches and ethnographic methods. In my research agenda, I want to consciously develop and test models that have intercultural relevance and can productively explain differences. To this end, I am focusing on Laos through on-site experiments.

JOACHIM
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STIFTUNG

Marcus Hübscher
University of Leipzig, Institute of Urban
Development

Research interests: Urban Development, Gentrification,
Megaprojects, Short-term Rentals, Spatial Injustice

I am an urban researcher at the Institute of Urban Development at Leipzig
University. My interest lies in the fields of gentrification, megaprojects and
tourism, on the one hand, and local economies, digitization and its
impacts on the city, on the other hand. I have completed my PhD in 2023,
applying qualitative and quantitative methods to analyze the relation
between large-scale urban development projects and urbanism by means
of the case study Santa Cruz de Tenerife, Spain.

JOACHIM
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STIFTUNG

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Dr. Hannah Illing
University of Bonn

Research interests: Labor Economics, Migration, Gender

My research focuses on the labor market effects of economic shocks or policy reforms on workers and firms, mostly using the German social-security data provided by the Institute for Employment Research (IAB). One strand of my research aims at understanding the barriers that women and migrants face upon entering the labor market. Another strand is concerned with investigating how workers and firms react to challenges such as labor supply shocks. In a new research project, together with my coauthors, we exploit unique geo-coded data to analyze the labor market effects of being affected by a flood event. The purpose is to better understand how individuals adjust to the shocks induced by climate change.

JOACHIM
HERZ

STIFTUNG

Dr. Sarah Köcher
Kiel University

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Research interests: Digital Marketing, Technology, Sustainable
Consumer Behavior, High-Risk Services

My research focuses on digitalization and the use of new technologies in
the marketing context. In recent years, the environment in which
information about products and services is obtained and purchasing
decisions are made has changed fundamentally. Customer reviews on
platforms such as Google or TripAdvisor play a central role in assessing the
quality of a product. How they influence purchase decisions is one subject
of my research. In addition, digitalization has created new opportunities
for companies to interact with customers, which I am researching. In other
projects, I am investigating aspects of sustainable consumption, for
example the use of digital technologies to promote climate-friendly
behavior and the removal of taboos surrounding fertility treatments
through social media.

JOACHIM
HERZ

STIFTUNG

Dr. Dr. Marc Kowalzick
University of Mannheim

Research interests: Strategic Leadership, CEO Characteristics, Corporate Governance

My research interests lie in the field of strategic management with a focus on strategic leadership and corporate governance. In this field, I am particularly interested in investigating when and how top executives affect their firms' behavior and eventual performance outcomes. This includes phenomena ranging from traditional firm outcomes such as strategic change to relatively recent behavior across organizational leaders such as sociopolitical activism. Drawing on unobtrusive measures of CEO characteristics to understand the idiosyncrasies that they bring to (or develop in) administrative situations, my research projects therefore integrate insights from psychology into management contexts and seek to advance our understanding of why organizations do the things they do.

JOACHIM
HERZ

STIFTUNG

Adrian Lerche, Ph.D.
Institute for Employment Research (IAB)

Research interests: Labor Economics, Public Economics, Economics of Education

One-third of students drop out or change their field of study. Others decide against pursuing higher education from the outset, despite a promising success rate. How can individuals and society avoid the resulting costs? In my research, among other topics, I focus on the empirical analysis of the transition from high school to post-secondary education. I particularly examine the influence of academic and career counseling on educational decisions, utilizing field experiments and administrative data in an interdisciplinary research approach.

JOACHIM
HERZ

STIFTUNG

Andreas Link
University of Erlangen-Nuremberg

Research interests: Economic History, Development Economics,
Political Economy

My research mainly focuses on historical determinants of developmental
differences between groups, regions, and countries. A major role in my
research play differences that emerged early on after the Neolithic
revolution, e.g., through specific geographic conditions. For example, in
one paper, I highlight the role of domesticable animals. Furthermore, I am
especially interested in the reasons for Europe's "Rise" in the centuries
predating the Industrial Revolution. In this context, I have two papers on
language change after the Protestant Reformation and one paper on the
consequences of the fall of Constantinople in 1453. Finally, I am curious
how past events can explain today's patterns. Here, I have projects on
vaccination hesitancy and gender inequality in the context of Germany.

JOACHIM
HERZ

STIFTUNG

Dr. Miriam Maske
University of the Bundeswehr Munich

Research interests: Sustainability-oriented Control Systems,
Incentives, Performance Evaluation

With my research, I want to gain insights into the influence of formalized
structures and processes in upholding corporate social responsibility and
explore whether and how these structures can promote or hinder the
implementation of sustainability goals. I am interested in how companies
or (public) organizations can be steered towards more sustainable
business practices and thus ultimately contribute to achieving the SDGs.
To do this, I analyze the (re-)actions of companies and their stakeholders.
One focus is on the effectiveness of sustainability-oriented control
mechanisms within companies. I am interested, for example, in whether
and how sustainability targets set outside the company affect internal
corporate management (e.g. in performance evaluation or as components
of compliance and incentive systems).

JOACHIM
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STIFTUNG

Manuel Menkhoff
Ifo Institute for Economic Research

Research interests: Macroeconomics, Corporate Finance, Public Economics

My research focuses on the expectation formation of firms and its impact on decision-making. Since firms take center stage in the allocation of labor and capital, it is crucial to understand how firm owners and managers form their expectations, what kinds of non-random errors they make and how this affects economic fluctuations. To analyze these open questions, I mainly use firm survey data and leverage the opportunity to include custom-designed questions. Additionally, I employ text data analysis. By combining survey experiments, psychological expectation models, microeconometric methods, natural language processing, and macroeconomic theory, I aim to gain deeper insights into the expectations of economic agents and their influence on economic fluctuations.

JOACHIM
HERZ

STIFTUNG

Dr. Cristina Mihale-Wilson
Goethe University Frankfurt

Research interests: Design of AI-based systems; Smart and Greener Living; (Causal) Machine Learning

As a postdoctoral researcher at the Institute for Information Systems at Goethe University in Frankfurt am Main, Cristina is dedicated to exploring the interplay between artificial intelligence and socio-economic aspects. In her work, Cristina focuses on assessing the effectiveness of AI-based interventions, particularly the personalization of digital nudges, to promote sustainable decisions in household resource use. She investigates how interventions driven by artificial intelligence—Digital Green Nudges— can effectively encourage sustainable behavioral changes without being intrusive. Since people respond differently to such Green Nudges, she aims to use AI to align personal preferences with the collective benefit of resource conservation. Her concern is to employ advanced AI technologies to develop effective strategies for a more ecologically sustainable lifestyle.

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STIFTUNG

Dr. Carina Neisser
University of Cologne

Research interests: Public Economics, Political Economy, Applied Econometrics

I am an applied microeconomist. My research focuses on the intersection of public economics and political economy and focuses on questions related to the improvement of public policies. I am particularly interested in the effects of state interventions on the behavior of people (e.g. taxpayers or politicians) but also companies. My research provides answers to the following questions: How can the tax and transfer system be improved? How do individuals respond to tax incentives? What are the effects of income transparency regulations? How are open data policies and publication bias related?

Konstantin Offer
Max Planck Institute for Human Development

Research interests: Deliberate Ignorance, Behavioral Economics, Experimental Eco-nomics, Decision Theory, Game Theory

My research aims at creating knowledge of why, when, and with what implications people deliberately ignore information in social interactions. In particular, I seek to better understand the psychological motives and institutional consequences of conscious choices not to know as strategic devices. I approach these questions at the intersection between psychology and economics, drawing on recent insights from cognitive psychology and classic game theoretical methods. For example, I work on the questions of what perpetuates pay inequity when pay gaps are hidden, and through which mechanisms pay transparency can alleviate pay inequity. In doing so, I intend to contribute to the Sustainable Development Goals (SDGs) of ending poverty (SDG #1), supporting gender equality (SDG #5), and reducing inequalities (SDG #10).

JOACHIM
HERZ

STIFTUNG

Saskia Opitz

University of Cologne and Max Planck
Institute for Research on Collective Goods

© ECONtribute Markets &
Public Policy

Research interests: Managerial Accounting, Organizational
Economics, Managerial Discretion, Algorithm-based Decision-
making

Management practices, such as feedback and incentives, have a major
influence on people in organizations. In my research, I am investigating
how management practices can be better targeted towards people with
different characteristics and preferences. I am studying two different ways
to achieve this: either managers are given leeway in the interpretation of
management practices so that they can use their local knowledge or
management practices are centrally tailored to different groups, for
example with the support of artificial intelligence. To investigate the
advantages and challenges of both approaches (causally), I use various
empirical methods and data sources, especially field experiments in
cooperation with companies and recently advanced methods that
combine machine learning with causal inference.

JOACHIM
HERZ

STIFTUNG

Dr. Jens Paschmann
University of Cologne

Research interests: Marketing, Technology, SDGs

My research focuses on consumer behavior in our technology-driven, digital world. The aim of my research agenda is to explore and understand consumer interactions with emerging technologies from a managerial and psychological perspective. Through my emphasis on interdisciplinary collaboration at the intersection of business administration, psychology, and computer science, my research seeks to uncover the implications of technology-driven interactions for businesses, consumers, and society. In addition to my focus on new technologies, I'm working on a variety of topics related to the implementation of SDG guidelines.

JOACHIM
HERZ

STIFTUNG

Monique Reiske
Humboldt University of Berlin

Research interests: Economic History, Political Economy, Radicalization

In my dissertation, I delve into the support for national socialism in two spaces previously overlooked in quantitative studies: rural areas and working-class neighborhoods. The first paper, "Agricultural Crises and the Demise of Weimar's Democracy" with Thilo Albers and Felix Kersting, highlights how import competition resulted in the indebtedness of farmers and discontent with the political system. We illustrate how debt deflation during the Depression fostered NSDAP-support within affected regions. The second paper introduces an original dataset of precinct-level election results for Berlin from 1920 to 1933 and examines their political and spatial polarization. Lastly, I focus on the Nazis' "Fight for Berlin" before 1933, examining under which circumstances their violence garnered support and where it led to backlash.

JOACHIM
HERZ

STIFTUNG

Kevin Remmy, Ph.D.
University of Mannheim

Research interests: Industrial Organization, Environmental
Economics, Competition Policy

To keep climate change at bay, policymakers worldwide are implementing
policies to decarbonize the economy. I study how consumers and firms
react to these regulatory policies, how these reactions affect policy goals,
and how policymakers can design smarter policies. My approach to
understanding consumer and firm decision-making combines theoretical
models from Industrial Organization with Structural Econometrics
methods and entails careful modeling of the respective industry's
institutional details. I extend these models to account for spillovers into
other industries, such as the effect of EV sales and usage on electricity
markets. My research findings contribute to an interdisciplinary discussion
on how to decarbonize industries and the design of green policies.

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JOACHIM
HERZ

STIFTUNG

Sebastian Riedmiller
Max Planck Institute for Research on
Collective Goods

Research interests: Behavioral Economics, Education Economics,
Intervention Design, Labor Economics

In my research, I am particularly interested in why people do not take up
financial aid even though they are entitled to it. Specifically, I focus on
financial student aid (BAföG) in Germany. BAföG is regularly at the center
of political debate, as significantly more students are eligible than the
number of BAföG recipients reflects. Using large-scale survey experiments
with students from across Germany, I investigate how misperceptions
about BAföG characteristics influence application and which other reasons
lead to not applying for BAföG. Through randomized interventions, I also
analyze how policy measures can increase take-up. By setting up a long-
term panel survey, I plan to investigate the impact of financial support
through BAföG on students' educational and labor market outcomes.

JOACHIM
HERZ

STIFTUNG

Natalia Rogova
University of Hagen

Research interests: Consumer Psychology, Consumer Identity,
Consumer Discrimination

What always intrigued and fascinated me was the issue of human identity.
Why are some people being discriminated against on the basis of their
identities? What motivates some people to align themselves with social
groups, while others seek to distance themselves and form their own
distinct identities?

Broadly, my research deals with two different aspects of consumer
identity: 1) how consumers' self-identity and cultural identity influence
their choices and behaviors in the marketplace; 2) how other actors (e.g.,
employees) perceive consumers' identity and how it informs their
behaviors. Within this area, I study several topics: digital identity-related
behaviors of consumers, consumer discrimination in the marketplace
(based on gender, along with other identities), and marketing for
stigmatized consumers.

JOACHIM
HERZ

STIFTUNG

Felix Rusche
University of Mannheim

© Katrin Glückler

Research interests: Labor Donomics, Development Economics,
Political Economy, Media Economics

I am an applied microeconomist specializing in labor and development economics. My research revolves around media, both investigating its effects on economic and social outcomes and utilizing social media as an experimental setting to gain insights into labor markets. One of my main projects examines the role of community media as a policy tool to affect the role of women in India. Another project involves a large-scale field experiment on LinkedIn, which explores discrimination in job network formation and utilization. My methodological approach blends modern econometric techniques with a mix of observational data, surveys, and field experiments. I am particularly interested in working with unstructured data like images, texts, and audio files.

JOACHIM
HERZ

STIFTUNG

Thomas Schaper, Ph.D.
ZEW - Leibniz Centre for European Economic
Research

Research interests: Economics of Science, Economics of
Innovation, R&D Policy

My research centers around questions regarding the role of institutions,
competition and human capital for scientific progress and cumulative
innovation, as key drivers for economic growth and pivotal for overcoming
societal challenges. Most of my work aims at contributing to our
understanding of effective mechanisms to support scientific
breakthroughs, incentivize risk-taking and enhance knowledge spillovers
in the "ideas sector", with particular interest in the understudied
consequences of access, competition and inequality in the production of
science and new technology. I typically use econometric methods applied
to bibliometric, patent and historical/ administrative data. I am currently
particularly interested in the role of new research tools as well as sorting
into research careers, and their implications for aggregate productivity.

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JOACHIM
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STIFTUNG

Philipp Schirmer
University of Bonn

Research interests: Behavioral Economics, Experimental Economics

In my research I seek to improve our understanding of economic and societal problems by making use of concepts from psychology. In particular, I'm interested which "mental models" humans use to make economic decisions and how these models evolve as they encounter novel information.

For example, I investigate in the context of stock markets how the mental models of laypeople, professional investors, and academic experts differ, and what the economic consequences of this are. In another project, I study experimentally when humans interpret novel information through the lens of their existing mental models instead of rethinking the models themselves. This improves our understanding of what makes stereotypes persistent, and what kind of information might help to reduce them.

JOACHIM
HERZ

STIFTUNG

Aiko Schmeißer
University of Potsdam

Research interests: Labor Economics, Political Economy,
Behavioral Economics

My research focuses on the formation and consequences of individuals'
preferences and beliefs in labor market contexts. In two projects, I
examine how workplace experiences can shape the political preferences
of workers by studying the role of labor unions and coworkers' political
attitudes. In related work, I investigate how the loss of employment affects
political participation in the form of party memberships or running for
local offices. Moreover, I am interested in the role of beliefs in labour
market decisions, with a focus on the expectations of unemployed job
seekers about their reemployment prospects. Throughout my research, I
use extensive observational data from different countries and employ
rigorous quasi-experimental methods to identify causal relationships.

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Dr. Stefanie Schmitt
University of Bamberg

Research interests: Behavioral Economics, Environmental Economics, Industrial Organization

My research focuses on the economic implications of limited attention. Increasing evidence documents that consumers display limited attention in their consumption decisions. For example, consumers do not notice all available goods in the market or do not notice all relevant characteristics (e.g., shipping costs, environmental quality) of the goods in the market. I analyze under which circumstances such limited attention is harmful to consumers and firms and in how far attention manipulation is possible. In addition, I analyze the effectiveness of policy interventions when consumers pay only limited attention. To study these questions, I primarily utilize mathematical models and apply methods from game theory.

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JOACHIM
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STIFTUNG

Matthias Schulte-Althoff
Charité – Berlin University Medicine

Research interests: Information Systems, Healthcare, Data Analytics, Platforms

My research focuses on business and medical informatics - in particular with the aim of improving nursing and patient care. For example, in a current research project I am developing and analyzing machine learning models for fall prevention: based on routine nursing and medical data, factors influencing fall events in inpatient care are being investigated in order to better understand the causes of falls and to find a way towards data-based fall risk assessment and action planning. My other research interests lie in the development and governance of data platforms in healthcare as well as in the study of startup ecosystems and the platform economy. Methodologically, I focus on quantitative research and data science, especially when working with large data sets.

JOACHIM
HERZ

STIFTUNG

Dr. Anna-Maria Seeger
University of Mannheim

Research interests: Human-Computer interaction, Conversational Agents, Trustworthy AI, Technology Design

My research focuses on the design and implications of AI technology in the realm of human-computer interactions. Ongoing discussions on generative AI evoke concerns about the potential dilution of human uniqueness, the erosion of interpersonal relationships, and increasing automation. I aim to contribute to the development of AI-enabled interactions that not only enhance efficiency but also prioritize trust, transparency, fairness, and the preservation of human uniqueness. In pursuing these objectives, I explore topics like the anthropomorphic design of trustworthy conversational agents, the role of generative AI in tech-enabled dehumanization, and the impact of gender on human-AI collaborations. Methodologically, my research centers on quantitative research methods, encompassing both laboratory and online experiments. Overall, my goal is to advance sustainable and inclusive AI utilization, optimizing its benefits while preserving the integrity of human-AI interactions.

JOACHIM
HERZ

STIFTUNG

Virginia Sondergeld
German Institute for Economic Research

Research interests: Women in Management, Labor Economics,
Gender Stereotypes

I investigate the reasons and consequences of gender inequalities in the
labor market. I am particularly interested in the role of women in
leadership positions and the influence of gender stereotypes and norms.

In one project, I examine gender stereotypes in newspaper coverage of
company board members using quantitative text analysis methods. In a
subsequent step, I will investigate through an online experiment to what
extent this media coverage is causally related to the perpetuation of
existing gender gaps in management. In the combination of quantitative
text analysis and incentivized experimental methods, as practiced in
economics, I see great potential to determine the effect of psychological
concepts such as stereotypes and norms, which can be measured using
NLP methods in large text datasets, on economic decisionmaking.

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JOACHIM
HERZ

STIFTUNG

Helene Strandt
Ludwig-Maximilians-University Munich

Research interests: Innovation, Economic History, Organizational Economics

My research examines knowledge flows across households and in modern organizations. Access to existing knowledge is crucial for economic development. This holds especially in a world where knowledge guides much of the economy.

Measuring the creation and sharing of knowledge is difficult. Data limitations constrain measurement beyond formalized versions of knowledge. Yet, historically, knowledge was almost entirely tacit.

I study the formation and transmission of health knowledge. Health is a domain in which societies have relied on tacit knowledge for a particularly long time. By digitizing reports on female networks and domestic health practices, I examine how social interactions among women affected the adoption of better health practices in the German Empire.

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Interdisciplinary Economics and
Interdisciplinary Business Administration**

JOACHIM
HERZ

STIFTUNG

Dr. Sebastian Tonke
Max Planck Institute for Research on
Collective Goods

Research interests: Behavioral Economics, Environmental Economics, Development Economics

My research lies at the intersection of behavioral, environmental, and development economics. I study the underlying motives of economic behavior and test their policy implications in real-world settings. For my research, I have mostly used large-scale randomized controlled trials (RCTs) that investigate the potential, limitations, and complementarities of different policy interventions to address environmental threats such as water scarcity or waste accumulation. The RCTs are conducted in low-income and middle-income countries, which are expected to be disproportionally affected by climate change because of their vulnerability to environmental crises and lower coping capacity.

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JOACHIM
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STIFTUNG

Oliver Wach
Free University of Berlin

Research interests: Political Economy, Economic History, Applied Microeconomics

My research focuses on the influence of various historical events on economic development and the transformation of social structures in Poland in the 20th and 21st centuries. For this purpose, I examine, among other things, the influence of socialist institutions and state control on civil society in Poland, the consequences of the resettlement of the Ukrainian population from Poland after World War II for economic development, and the influence of Polish and Eastern European migration on the political landscape of the United States.

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JOACHIM
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STIFTUNG

Laura Wedemeyer
University of Göttingen

Research interests: Development and ecological economics, political economy, Middle East and North Africa

In my current research, I investigate the motives and effects of Saudi Arabia's official development assistance. The aim is to investigate whether Saudi Arabian aid is need-based or biased in the sense that it favors or disadvantages certain faith groups. In addition, I plan to examine Saudi Arabia's involvement in detail using two case studies.

First, I will examine Saudi Arabia's aid in the Arab Spring countries to understand whether Saudi Arabia used aid to exert influence and in what ways any exertion of influence was successful. Second, I will examine Saudi Arabia's involvement in Yemen. On the one hand, Saudi Arabia is held partly responsible for prolonging the war due to its military support. On the other hand, Yemen is one of Saudi Arabia's largest aid recipients.

JOACHIM
HERZ
STIFTUNG

Elena Ziege

Federal Institute for Population Research
(BiB), Johannes Gutenberg University Mainz

Research interests: Education Economics, Family Economics, Migration Economics

I conduct research in subfields of applied microeconomics, particularly education economics. Within this field, I investigate how different reforms and settings during childhood affect families. My dissertation particularly focuses on the effects of citizenship, social security benefits, and childcare provided by the grandparents. Looking at families, I focus on underage children and their parents. I investigate the effects on child development, especially children's education and health. Additionally, I analyze the effects on parental behavior, especially decisions regarding their investments in their children and their labor supply, as well as parents' well-being, measured as their satisfaction and health.

JOACHIM
HERZ

STIFTUNG

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.

JOACHIM
HERZ

STIFTUNG

Helena Antonie Baier
Technical University 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.

Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

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.

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JOACHIM
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STIFTUNG

Maximilian Blaschke
Technical University Munich

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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JOACHIM
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STIFTUNG

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).

JOACHIM
HERZ

STIFTUNG

Tamara Bogatzki
WZB Berlin Social Science Center

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.

Ass.-Prof. Dr. Max Braun
Free University of Berlin

Research interests: Strategic business integrity, corporate misconduct, corporate govern-ance, 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.

JOACHIM
HERZ

STIFTUNG

Dr. Ignas Bruder
Hertie School

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 ten-sions 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.

JOACHIM
HERZ

STIFTUNG

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 wellequipped 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 "nonprototypical" leaders suffer and which factors improve the chances of non-prototypical leaders to rise on the career ladder and be seen as effective.

Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

Jun.-Prof. Dr. Samanthi Dijkstra-Silva
Technical University 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 sustaina-bility, theorizing sustainability performance and investigates sustainability performance from a behavioral science perspective.

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JOACHIM
HERZ

STIFTUNG

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
wellknown 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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JOACHIM
HERZ

STIFTUNG

Dr. Markus Eyting, Ph.D.
University of 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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JOACHIM
HERZ

STIFTUNG

Silvia Fernandez Castro
Ludwig-Maximilians-University 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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JOACHIM
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STIFTUNG

Jakob Gärtner
Heidelberg University

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.

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JOACHIM
HERZ

STIFTUNG

Michael Geers
Max Planck Institute for Human
Development

Research interests: Consumer Behavior, Misinformation,
Microtargeting, Judgment and De-cision 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.

JOACHIM
HERZ

STIFTUNG

Dr. Charlotte Gerling
Brandenburg University of Technology

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.

JOACHIM
HERZ

STIFTUNG

Dr. Tatiana Carolina Gonzalez Grandon
United Nations University - Europe

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 theo-retical analysis of regulatory framework with quantitative approaches. I create open-source and policy-oriented tools.

JOACHIM
HERZ

STIFTUNG

Prof. Dr. Ali Aslan Gümüsay
Ludwig-Maximilians-University 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.

Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

Dr. Martin Hänsel
University of Leipzig

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.

JOACHIM
HERZ

STIFTUNG

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
Ludwig Erhard ifo Center for Social Market
Economy and Institutional Economics

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
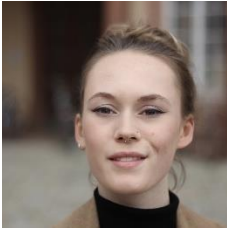experiments, but I also do lab, lab-in-the-field, and survey experiments.

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JOACHIM
HERZ

STIFTUNG

Friederike Hertweck
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.

JOACHIM
HERZ

STIFTUNG

Rosa Holtzwart
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 selfavatars can be designed and used to strategically enhance task-completion, and how this influences users on the individual and societal level.

JOACHIM
HERZ

STIFTUNG

Shan Huang
University of Zurich

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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JOACHIM
HERZ

STIFTUNG

Dr. Ksenia Keplinger
Max Planck Institute for Intelligent Systems

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.

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JOACHIM
HERZ

STIFTUNG

Théo Konc, Ph.D.
Technical University 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 exogeneous 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.

JOACHIM
HERZ

STIFTUNG

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!

JOACHIM
HERZ

STIFTUNG

Moritz Lubczyk

ZEW - Leibniz Centre for European Economic
Research

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 longterm 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
quasiexperimental methods.

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 policyrelevant research questions that make use of state-of-the-art quantitative methods. To this end, I develop models that can handle bid data to estimate the key structural parame-ters necessary for counterfactual analysis. With this approach, estimation and computation go hand in hand.

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JOACHIM
HERZ

STIFTUNG

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 coauthors and I summarize and systematize experimental evidence on competition preferences in two metaanalyses. 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 coauthors from economics, education sciences, and sociology.

JOACHIM
HERZ

STIFTUNG

Hedda Nielsen
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.

JOACHIM
HERZ

STIFTUNG

Dr. Tanja Ohlson, Ph.D.
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.

JOACHIM
HERZ

STIFTUNG

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 realworld 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.

JOACHIM
HERZ

STIFTUNG

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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JOACHIM
HERZ

STIFTUNG

Dr. Max Reinwald
Ludwig-Maximilians-University 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.

JOACHIM
HERZ

STIFTUNG

Lisa Rogge
University of Erlangen-Nuremberg

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 quasiexperimental 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.

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

JOACHIM
HERZ

STIFTUNG

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 smartphonedata as a predictor for credit default rates.

Paul Schüle
Ifo Institute for Economic Research

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.

JOACHIM
HERZ

STIFTUNG

Dr. David Shkel
University of 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.

Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

Henrike Sternberg
Technical University 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 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 blankspot 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.

JOACHIM
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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 largescale surveys in cooperation with firms. Furthermore, I study the determinants of risktaking behavior. Explaining the determinants of risktaking 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.

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.

JOACHIM
HERZ

STIFTUNG

Qi Zhang
Frankfurt School of Finance & 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.

JOACHIM
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STIFTUNG

Ass.-Prof. Dr. Verena Bader
Vienna University of Economics and Business

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 codetermination. Therefore, another focus of my research is the future of work and employment relations.

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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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STIFTUNG

Jun.-Prof. Dr. Stefanie Habersang
Leuphana University of 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 evidencebased solutions.

JOACHIM
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STIFTUNG

Victoria Kaiser, Ph.D.
Ifo Institute for Economic Research

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.

Dr. Lavinia Kinne
German Institute for Economic Research

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.

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Tobias Kircher
Technical University Munich

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

The digital age presents new decision problems to managers and
policymakers. 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. 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.

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JOACHIM
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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.

JOACHIM
HERZ

STIFTUNG

Ass.-Prof. 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.

JOACHIM
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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.

Jun.-Prof. Dr. Stefan Razinskas
Free University of 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.

Dr. Pauline Reinecke
Technical University Hamburg

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.

JOACHIM
HERZ

STIFTUNG

Prof. Dr. Stephanie Schrage
Kiel University

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.

JOACHIM
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STIFTUNG

Dr. Martin Sievert
University of Leiden

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.

Cohort 2021

Ass.-Prof. Dr. Christina Strobel
Technical University Hamburg

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
University of Hamburg

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 judgements 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. gametheoretic 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 (in-ternational) and temporal (intergenerational) claims for justice be reconciled?

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JOACHIM
HERZ

STIFTUNG

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.

Add-on Fellows for Interdisciplinary Economics and Interdisciplinary Business Administration

JOACHIM
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STIFTUNG

Dr. Sandra Winkelmann
Ruhr University 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 coauthors 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.