

## **Curriculum Vitae**

Dr. Gerald Eisenkopf

Professor for Business Administration

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### **Academic Employment**

- Since 2016 Professor for Business Administration (Management of Social Services);  
Universität Vechta
- 2015-2016 Temporary Professor for Business Administration; Universität Konstanz,  
Department of Economics
- 2010-2015 Junior Professor for Personnel Economics; Universität Konstanz, Department of  
Economics (Positive evaluation in 2013)
- 2007-2010 Scientific Employee; Universität Konstanz, Department of Economics, Chair for  
Applied Economics (Prof. Dr. Fischbacher), and Thurgau Institute of Economics,  
Kreuzlingen, Switzerland
- 2006; 2009 Guest Researcher; University of Nottingham, School of Economics
- 2002-2007 Scientific Employee; Universität Konstanz, Department of Economics, Chair for  
Managerial Economics (Prof. Dr. Fabel)
- 1996-2000 Research Assistant; Max Planck Institute for Human Development, Berlin, Center  
for Educational Research, Prof. Dr. Baumert

### **Education**

- 2007 *Dr.rer.pol.* (PhD) in Economics, Universität Konstanz, Doctoral Program  
“Quantitative Economics and Finance”; Title of Thesis: “The Organization of  
Education”, Supervisor: Prof. Dr. Oliver Fabel.
- 2001 *M.Litt.* in Management, Economics, and International Relations; University of St  
Andrews
- 2001 *Diplom* in Psychology; Freie Universität Berlin, Exchange student at the  
Università di Padova (1998-99)

## **Publications**

- “Leadership with imperfect monitoring” (forthcoming, with Christian Walter), *The Leadership Quarterly*, 101589, doi: 10.1016/j.leaqua.2021.101589
- “Girls' preferences for STEM and the effects of classroom gender composition: new evidence from a natural experiment” (2020, with Uschi Backes-Gellner and Demiano Pregaldini), *Journal of Economic Behavior and Organization*, 178, 102-123, doi: 10.1016/j.jebo.2020.07.018
- “Words and Deeds – Experimental Evidence on Leading-by-Example” (2020), *The Leadership Quarterly*, 31, 4, 101383, doi: 10.1016/j.leaqua.2020.101383
- “Partisan Advice in Conflicts” (2019), *The European Journal of Political Economy*, 60, 101811, doi: 10.1016/j.ejpoleco.2019.08.002.
- “On the Role of Emotions in Experimental Litigation Contests” (2019, with Tim Friehe and Ansgar Wohlschlegel), *International Review of Law & Economics*, 57, 90-94, doi: 10.1016/j.irle.2019.01.003
- “The Long-Run Effects of Communication as a Conflict Resolution Mechanism” (2018), *Journal of Economic Behavior and Organization*, 154, 121-136, doi: 10.1016/j.jebo.2018.08.002.
- “Unequal Incentives and Perceived Fairness in Groups” (2018), *Games*, 9, 71, 1-18, doi:10.3390/g9030071.
- “Punishment Motives for Small and Big Lies” (2017, with Ruslan Gurtoviy and Verena Utikal), *Journal of Economics and Management Strategy*, 26, 2, 484-498, doi: 10.1111/jems.12197.
- “Trust in Third Parties” (2017, with Stephan Nüesch), *Journal of Economic Behavior and Organization*, 137, 410-427, doi: 10.1016/j.jebo.2017.03.010 .
- “Horizontal and Vertical Social Preferences in Tournaments” (2016, with Sabrina Teyssier), *Managerial and Decision Economics*, 37, 2, 127-139, doi: 10.1002/mde.2698.
- “A Randomized Controlled Trial of Teaching Methods: Do Classroom Experiments Improve Economic Education in High Schools?” (2016, with Pascal Sulser), *Journal of Economic Education*, 47, 3, 211-225, doi: 10.1080/00330486.2016.1179143.
- “Third Parties and Specific Investments” (2016, with Stephan Nüesch), *Schmalenbach Business Review*, 17, 2, 151-172, doi: 10.1007/s41464-016-0014-7.

- “Academic Performance and Single-Sex Schooling: Evidence from a Natural Experiment in Switzerland” (2015, with Urs Fischbacher, Zohal Hessami, and Heinrich W. Ursprung), *Journal of Economic Behavior and Organization*, 115, 123–143, doi: 10.1016/j.jebo.2014.08.004 .
- “Naïve Responses to Kind Delegation” (2015, with Urs Fischbacher), *Managerial and Decision Economics*, 36, 487–498, doi: 10.1002/mde.2688.
- “The Impact of Management Incentives in Intergroup Contests” (2014), *European Economic Review*, 67, 42-61, doi: 10.1016/j.eurocorev.2014.01.003.
- “Stop watching and start listening! - The Impact of Coaching and Peer Observation in Tournaments” (2014, with Tim Friehe), *Journal of Economic Psychology*, 45, 56-70, doi: 10.1016/j.joep.2014.07.001.
- “Inequality of Opportunities and Distributive Justice” (2013, with Urs Fischbacher and Franziska Föllmi), *Journal of Economic Behavior and Organization*, 93, 51–61, doi: 10.1016/j.jebo.2013.07.011.
- “Mediation and Conflict Prevention” (2013, with André Bächtiger), *Journal of Conflict Resolution*, 57(4) 570-597, doi: 10.1177/0022002712448910 .
- “Envy and Loss Aversion in Tournaments”, (2013, with Sabrina Teyssier), *Journal of Economic Psychology*, 34, 240–255, doi: 10.1016/j.joep.2012.06.006 .
- “Regulation in the Market for Education and Optimal Choice of Curriculum” (2012, with Ansgar Wohlschlegel), *Journal of Urban Economics* 71, 53-65, doi: 10.1016/j.jue.2011.09.001 .
- “No contract or unfair contract: What's better?” (2012, with Lisa Bruttel), *Journal of Socio-Economics*, 41, 384– 390, doi: 10.1016/j.socec.2012.04.014.
- “Paying for better test scores.” (2011), *Education Economics* 19(4): 329–39, doi: 10.1080/09645290903546330.
- “Peer effects, motivation, and learning.” (2010), *Economics of Education Review* 29(3): 364-374. doi: 10.1016/j.econedurev.2009.08.005.
- “Individual Development and Optimal Selection in Schools” (2010, with Christian Lukas), *Zeitschrift für Betriebswirtschaft*, 80, 821–839, doi: 10.1007/s11573-010-0380-4.
- “Student Selection and Incentives” (2009); *Zeitschrift für Betriebswirtschaft*, 79(5), 563-577, doi: 10.1007/s11573-009-0240-2.

“Negative Weights for Performance Measures” (2009); *International Public Management Journal*; 12(3), 332–344, doi: 10.1080/10967490903103284.

### **Papers Under Review**

“Successful Leadership and the Growth of Teams” (with Torben Kölpin, revised and resubmitted to the *Journal of Economics & Management Strategy*)

“Leading-by-Example – A Meta Analysis” (with Torben Kölpin)

“Cooperation and Attrition in Online-Experiments” (with Torben Kölpin)

“How groups shape competitive behavior” (with Torben Kölpin)

### **Academic Presentations**

2021: University of Groningen, University of Marburg, University of Lüneburg, 7th Annual Conference on "Contests: Theory and Evidence" at Max-Planck-Society, Berlin

2020: Seeburg Castle University (Austria), University of Lüneburg.

2019: University of Lüneburg, Thurgau Experimental Economics Meeting, University of Bournemouth, University of Bremen.

2018: University of Zurich, Seminar on Business Administration, University of Berne, Verein für Socialpolitik – Economics of Education Committee, University of Oldenburg (IÖB); University of Osnabrück; German Economic Association of Business Administration.

2017: University of Lüneburg; University of Oldenburg (Department of Political Science); Catholic University of Eichstätt-Ingolstadt.

2016: Colloquium on Personnel Economics (PÖK); Technical University of Freiberg; University of Lüneburg; University of Mainz; University of Tübingen; Helmut-Schmidt-University of the Armed Forces Hamburg; University of Strasbourg.

2015: German University of Technology in Muscat, Oman; Sultan Qaboos University, Muscat; Technical University Munich; University of Tübingen; University of Vechta.

2014: Colloquium on Personnel Economics (PÖK); European Business School; University of Freiburg; University of Paderborn; University of Trier; Verband der Hochschullehrer für Betriebswirtschaft e.V.

2013: Arbeitskreis Empirische Personal- und Organisationsforschung in Munich, Christmas Meeting of German Economists Abroad, Colloquium on Personnel Economics (PÖK), Economics Science Association, World Meeting, European Economic Association, Karlsruhe Institute of

Technology, RWTH Aachen, Department of Economics; University of Basel, Department of Economics; University of Zurich, Experimental and Behavioral Economics Seminar

2012: German Economic Association of Business Administration, IAB Institute for Employment Research Nuremberg; University of Bamberg, Department of Economics; University of Berne, Center of Competence for Public Management; Verein für Socialpolitik – Economics of Education Committee; WHU - Otto Beisheim School of Management Vallendar

2011: Colloquium on Personnel Economics (PÖK); University of Duisburg-Essen, Ruhr Graduate School of Economics; University of Stirling; University of Vienna; Verband der Hochschullehrer für Betriebswirtschaft e.V.; Verein für Socialpolitik – Annual Meeting (2011); Verein für Socialpolitik – Economics of Education Committee

2010: Colloquium on Personnel Economics (PÖK), Economics Science Association, World Meeting, European Economic Association; Verein für Socialpolitik – Economics of Education Committee

2009: Economics Science Association, European Meeting; University of Nottingham, Center for Decision Making and Experimental Economics (CeDEx)

2008: Center for European Economic Research (ZEW); Colloquium on Personnel Economics (PÖK), Royal Economic Society,

2007: Colloquium on Personnel Economics (PÖK); European Economic Association

2006: Colloquium on Personnel Economics (PÖK); European Association of Labour Economists; European Network on the Economics of the Firm; University of Amsterdam, Center for Research in Experimental Economics and Political Decision-Making; University of Nottingham, Center for Decision Making and Experimental Economics (CeDEx); Verband der Hochschullehrer für Betriebswirtschaft e.V. (2006); Verein für Socialpolitik – Annual Meeting

2005: Colloquium on Personnel Economics (PÖK); European Network on Industrial Policy; University of Tübingen

2004: Center for European Economic Research (ZEW);

2002: International Society for Political Psychology

### **Organized Conferences**

2010-2016: Thurgau Experimental Economics Meeting ([www.theem.ch](http://www.theem.ch))

2019: Vechta Workshop on Social Behavior (<https://www.uni-vechta.de/management-sozialer-dienstleistungen/workshop-on-social-behavior>)

## **Teaching Experience**

### **Undergraduate courses**

*Introduction to Organization Economics*: Compulsory course for bachelor students (Lecture in German, based on the textbooks of Milgrom and Roberts (1992) and Kräkel (2010))

*Controlling*: Introductory and advanced lectures in German (Textbooks: Weber & Schäffer (2020) and Ewert & Wagenhofer (2008))

*Economics of Welfare Policy*: Introductory lecture in German (Textbooks: Breyer und Buchholz (2009), Althammer und Lampert (2014), Obinger and Schmidt (Eds., 2019), Barr (2012))

*Managerial Economics I und II*: Lecture / Seminar: (Textbooks: Allen, Doherty, Weigelt and Doherty (2014), Kräkel (2012) and Milgrom und Roberts (1992))

*Personnel Management*: Lecture based on the textbooks of Backes-Gellner, Lazear & Wolff (2001) and Lazear (2015)

*Personnel Economics*: Advanced Lecture and tutorial based on the textbook of Lazear and Gibbs (2014) and research papers (in English).

*Ethics in Business and Economics*: Lecture and seminar, based on research papers and various essays

*Case study seminars* (in collaboration with NGOs)

### **Postgraduate Courses**

*Organizational Behavior*: Lecture and tutorial in English for Masters students based on the textbook of Robbins & Judge (2009) and related papers from (Behavioral) Economics.

*Strategic Management I and II*: Two consecutive courses in English on advanced managerial economics, using the textbooks of Milgrom and Roberts (1992) and Brickley, Smith and Zimmerman (2007).

*Empirical Methods in Management Research*: Seminar and tutorial based on recent research papers.

*Management Trends in Non-Profit Organizations*: Seminar based on case studies and topical (and methodologically diverse) research papers.

### **PhD Courses**

*Experimental Conflict Behavior*: PhD-Course at the Graduate School Decision Science (with Prof. Dr. Gerald Schneider, Department of Politics, University of Konstanz)

*French-German Workshop on Behavioral Economics: PhD-Course at the Graduate School Decision Science, University of Konstanz, in Collaboration with the University of Strasbourg*

*Workshop on the Methodology of Lab Experiments: University of Mainz, Department of Economics*

### **PhD dissertations**

- Christoph Safferling (Second referee and member of the PhD committee, Thesis title: *Three Essays on the Economics of Online Games*, 2011)
- Katherine Bendrick (Second referee and chairman of the PhD committee, Thesis title: *Economic Experiments on Impulsive Urges, Control, and Irrationality*, 2012)
- Christopher Bleibtreu (Second referee and member of the PhD committee, Thesis title: *Audit Market Regulation, Supplier Concentration, and the Quality of Audited Financial Statements*, 2012)
- Katarina Zigova (Chairman of the PhD committee, Thesis title: *Essays on Cooperative and Competitive Research*, 2014)
- Pascal Sulser (Second referee and chairman of the PhD committee, Thesis title: *Your Everyday WEIRD – Behavioral Experiments in Natural Environments*, 2015)
- Maria Breitwieser (Chairman of the PhD committee, Thesis title: *Reciprocity and Labor Relationships*, 2015)
- Jan Hausfeld (Second referee, Thesis title: *How Pressure Affects Decision Making*, 2017)
- Konstantin von Hesler (Second referee, Thesis title: *Three Economic Experiments on Norm Enforcement, Honesty, and Strategic Gaze* 2017)
- Christian Kehler (Second referee, Thesis title: *Soft-Skills in Fach- und Führungspositionen – eine empirische Untersuchung eines Outsourcing-Dienstleisters in der IT-Branche*, 2018, Friedrich-Alexander Universität Erlangen-Nuremberg)
- Kathrin Friedrich (Second referee, Thesis title: *Four empirical essays in behavioral and managerial economics*, 2020, University of Bern)
- Christoph Schüle (Member of the PhD committee, Thesis title: *Studien zur Modellierung, Skalierung und Veränderung professioneller Kompetenz von Lehrpersonen*, 2020, University of Vechta)
- Heiko Franke (Member of the PhD committee, Thesis title: *Entwicklung und Wirksamkeit einer präventiven Veranstaltung im Kontext von Cybercrime – „adressatInnenorientierte Vermittlung von Strategien gegen Cybercrime“ für Erwachsene*, 2021, University of Vechta)
- Moritz Janas (Third referee and member of the PhD committee, Thesis Title: *Four Essays in Microeconomic Theory and Experimental Economics*, 2021, University of Konstanz)

- Christian Walter (Second referee and member of the PhD committee, Thesis Title: *Evidence-Based Management of Public Goods and Services*, submitted, defense in 2022, University of Vechta)

### **Courses for Practitioners**

Conflict Mediation and Management (since 2017)

Kempton University Forum on Leadership and Change Management (2013)

Incentives in Personnel Management Strategies: Volkswagen Summer School at the University of Konstanz (2010-2013)

Managing Teams: Volkswagen Summer School at the University of Konstanz (2012-2013)

Marbach Seminar on Evidence-Based Education Policy: Swiss Leading House “Economics of Education” and Jacobs Foundation (2010, 2011)

Evidence-Based Education Policy: Taiwan Senior Civil Servant Seminar (Autumn School) at the University of Konstanz (2011)

### **Reviewer:**

Deutsche Forschungsgemeinschaft (DFG), Netherlands Organisation for Scientific Research (NWO); Schweizerischer Nationalfonds (SNF)

B.E. Journal of Economic Analysis and Policy, Comparative Education Review, Economic Inquiry, Economic Journal, Economics of Education Review, Education Economics, Empirical Economics, European Journal of Political Economy, Experimental Economics, Games and Economic Behavior, German Journal of Human Resource Management, International Economic Review, Jahrbuch für Handlungs- und Entscheidungstheorie, Journal of Conflict Resolution, Journal of Economic Behavior and Organization, Journal of Economic Education, Journal of Economic Surveys, Journal of Educational Psychology, Journal of Economic Psychology, Journal of Economics, Journal of Experimental Social Psychology, Journal of Population Economics, Journal of Research on Educational Effectiveness, Journal of Social Sciences, Labour Economics, Leadership Quarterly, Rationality and Society, Review of Managerial Science, Zeitschrift für Betriebswirtschaft, Zeitschrift für Personalforschung, Zeitschrift für Ökonomische Bildung.

Outstanding Reviewer Certificate: Journal of Economic Behavior and Organization

### **Third-Party Funding and Prizes**

- DFG Grant “Behavioral Mechanisms of Leadership” (EI 983/3-1, 154.000 €, 2018-2021)

- M. Jesús San Segundo Award at the Meeting of the Economics of Education Association in Barcelona in 2018 for the paper “Girls' preferences for STEM and the effects of classroom gender composition: new evidence from a natural experiment” (with Uschi Backes-Gellner and Demiano Pregaldini)
- DFG Grant “Behavioral Foundations of Conflict Resolution” (EI 983/3-1, 48.200 €, 2014-2017)
- Helene Bieber-Fonds: 5,000 CHF Grant for project “Third parties and specific investments” in 2012 (with Stephan Nüesch, University of Münster)
- Swiss National Bank: Logistical support for research project on the economics of education (Value about 30,000 CHF) in 2010.
- Young Scholar Fund of the University of Konstanz. (four project grants 2010-2015, Total value 37,600 €)
- Fritz Thyssen Stiftung: Travel grant for research period at the University of Nottingham 2009
- Thurgau Foundation of Science and Research: Financial support (5,000 CHF) for experimental projects in schools in the Swiss canton of Thurgau.

#### **University Administration**

- Since 2019 Member of the Ethics Committee of the University of Vechta (Chairman since 2021)
- Since 2017 Member of the Board of Faculty I (Human and Social Development) at the University of Vechta. Member of the Senate’s Budget Committee, University of Vechta (2017-2019).
- 2011-2016 University representative at Seezeit Studierendenwerk Bodensee, which administrates dining halls, dormitories and other student support measures at and around the University of Konstanz.
- 2007-2016 Membership in hiring committees (Professorship for Organizational Economics, Professorship for the Education of Economics, Junior Professorship for Accounting and Controlling, Junior Professorship for Behavioral Economics)
- 2012-2013 Member of the examination board “Education of Economics”, University of Konstanz.
- 2003-2006 Member of the Board of the Department of Economics (Fachbereichsrat), University of Konstanz

2003-2005 Member of the university committee for the library and IT services, University of Konstanz

**Memberships:**

Economic Science Association, European Economic Association, Verein für Socialpolitik (including the Committee for the Economics of Education)

**Languages:**

German (mother tongue), English (fluent), Italian (advanced), French and Spanish (basic)

Date: January 14, 2022