

**KERSTIN PULL**  
**Curriculum Vitae**

**Affiliation**

University of Tuebingen  
School of Business and Economics  
Nauklerstr. 47  
D-72074 Tübingen  
Germany

\*1967; married, two children (\*1997, \*1999)

**Academic Positions**

10/2010 – 03/2011	Head of the newly founded School of Business & Economics, University of Tübingen (transition phase)
10/2008 – 09/2010	Dean of the Faculty of Business & Economics, University of Tübingen / Lead Negotiator of the Merger with the Faculty of Social and Behavioural Sciences, University of Tübingen
since 10/2003	Full Professor (C4) at the University of Tübingen
08/1992 – 10/2003	Research Fellow at the Institute of Labour Law and Industrial Relations in the European Community, Trier

**Visiting Positions**

03/2022 – 06/2022	Senior Fellow, Collegium Helveticum, Zurich, Switzerland
02/2022 – 07/2022	Inge Strauch Visiting Professor, University of Zurich, Switzerland
09/2017	Visiting Scholar, University of Bologna, Italy
02/2012 – 07/2012	Visiting Scholar, Hoover Institution, Stanford University, Stanford, USA (invited by Edward P. Lazear)
02/2008	Visiting Researcher, Max Planck Institute for Economics, Jena, Germany (invited by Werner Güth)
11/2007 – 12/2007	Visiting Professor, University of Zurich, Switzerland
08/2007	Visiting Scholar, Graduate School of Business, Stanford University, Stanford, USA (invited by Kathryn Shaw)
05/2001 – 10/2001	Visiting Scholar, Graduate School of Business, Stanford University, Stanford, USA (invited by Edward P. Lazear)

**Teaching**

2011 – 2017	LMU Munich, Germany (Executive Master Program in HRM)
2011	GIRA (German Industrial Relations Association) PhD-Spring School on Employment Relations, Trier, Germany
since 2007	University of Zurich, Switzerland (2007, 2009, 2015, 2017, 2022)
since 2003	University of Tübingen, Germany
2003	University of Vienna, Austria
2000	Otto Beisheim School of Management, Vallendar, Germany
1993 – 2003	University of Trier, Germany

## Education

2003	Venia Legendi in Business Administration, University of Trier, Germany
1996	Dr. rer. pol., University of Trier, Germany („summa cum laude“)
1992	Diploma in Economics, University of Trier, Germany („with distinction“)
1986 – 1992	Studies in Economics (Diplom) at University of Trier, Germany, and at Clark-University, Worcester (MA), USA

## Honors, Appointments and Awards

2022	Invitation as Senior Research Fellow at Collegium Helveticum, Zurich, Switzerland
2022	Appointment as Inge Strauch Visiting Professor, University of Zurich, Switzerland
2019	<i>The Leadership Quarterly</i> Top 5 Paper
2019	Michael Poole Highly Commended Award of <i>The International Journal of Human Resource Management</i>
2008	Academy of Management Best Paper Conference Proceedings
2008	Best Paper Award of the Annual Conference of the Division on Higher Education Studies ( <i>Kommission Hochschulmanagement</i> ), German Academic Association for Business Research ( <i>VHB</i> )
2003	Appointment as Full Professor (C4) at the University of Tübingen, Germany [accepted]
2003	Appointment as Full Professor at the University of Vienna, Austria [declined]
2001	Best Paper Award of the International Business & Economics Research Conference, Reno (NE), USA
2000	Erich-Gutenberg-Award for Best Young Researcher in Business Administration
1997	Best Dissertation Award, University of Trier, Germany
1988 – 1989	Exchange Student Scholarship (German Academic Exchange Service – DAAD)
1988 – 1992	Student Scholarship (Cusanuswerk)

## Third Party Funding

- German Research Foundation (*DFG*) & Polish National Science Centre (*NCN*): Principal Investigator of the Research Project „State and company-level work-family reconciliation policies and maternal employment“, 2018-2023. Joint with Anna Kurowska, University of Warsaw, Poland.
- Hans Böckler Foundation (*HBS*): Principal Investigator of the Research Project “Women on Co-Determined Supervisory Boards”, 2014-2017.
- Excellence Initiative (*Exzellenzinitiative*): Principal Investigator of the Graduate School on “Learning, Educational Achievement, and Life Course Development (LEAD)”, headed by Ulrich Trautwein, University of Tuebingen, 2012-2017.
- German Federal Ministry of Education & Research (*BMBF*): Mentor of the Young Researcher’s Group (*Nachwuchsforschergruppe*) “The Role of Human and Social Capital in Higher Education” headed by Agnes Bäker, University of Tübingen, 2011-2014.
- Swiss National Science Foundation (*SNF*) & German Research Foundation (*DFG*): Principal Investigator of the Research Project “How do Employment Relations Influence Multinational Company Location Decisions? – US-Subsidiaries in Switzerland, Germany and the UK”, 2011-2013. Joint with Uschi Backes-Gellner, University of Zurich, Switzerland.

- Hans Böckler Foundation (*HBS*): Principal Investigator of the Research Project “Composition and Performance of German Supervisory Boards”, 2011-2012.
- German Research Foundation (*DFG*): Principal Investigator of the Research Project „Composition and Performance of Research Training Groups” as part of the Research Group (*DFG-Forschergruppe*) on “International Competitiveness and Innovative Capacity of Universities and Research Organisations”, 2006-2009. Joint with Uschi Backes-Gellner, University of Zurich, Switzerland.
- German Research Foundation (*DFG*): Principal Investigator of the Research Training Group (*DFG-Graduiertenkolleg*) “Unternehmensentwicklung, Marktprozesse und Regulierung in dynamischen Entscheidungsmodellen“, University of Tübingen, 2003-2009.
- German Research Foundation (*DFG*): Principal Investigator of the Research Project „Labour Market Regulations and MNU Location Decisions”, 2001.

## Reviewing

### - Journals

*Academy of Management Journal (AMJ), British Journal of Industrial Relations (BJIR), Business Research (BURE), Canadian Journal of Administrative Sciences, Central European Journal of Operations Research, Die Betriebswirtschaft (Business Administration Review – DBW), Die Unternehmung (Swiss Journal of Business Research and Practice), Education Economics Journal, Economic Inquiry, European Economic Review (EER), German Economic Review (GER), German Journal of Human Resource Management, Higher Education, Human Resource Management (HRM), Industrielle Beziehungen (German Journal of Industrial Relations), Information Economics and Policy (IEPOL), International Journal of Human Resource Management (IJHRM), Journal for Labour Market Research, Journal of Behavioral Decision Making, Journal of Business Economics, Journal of Economic Behavior & Organization (JEBO), Journal of Economic Psychology (JOEP), Journal of Institutional and Theoretical Economics (JITE), Journal of Multinational Financial Management, Long Range Planning, Management Research Review, Management Revue (International Review of Management Studies), Managerial and Decision Economics, Marketing ZFP – Journal of Research and Management, Metroeconomica, Personnel Review, Research Policy, Review of Economics and Statistics, Review of Managerial Science, Schmollers Jahrbuch (Journal of Contextual Economics), Schmalenbach Business Review (sbr), Scientometrics, Small Business Economics, Social Sciences, Socio-Economic Review (SER), Southern Economic Journal (SEJ), World Development, Zeitschrift für betriebswirtschaftliche Forschung (ZfbF).*

### - Conferences (Selection)

Academy of Management (AoM) Annual Conference, Annual Conference of the German Academic Association for Business Research (*Verband der Hochschullehrer für Betriebswirtschaft*); Annual Colloquium on Personnel Economics (COPE)

### - Funding Agencies (Selection)

German Research Foundation (*Deutsche Forschungsgemeinschaft – DFG*), German Federal Ministry of Education & Research (*Bundesministerium für Bildung und Forschung – BMBF*), Swiss National Science Foundation (SNF), Swiss State Secretariat for Education, Research and Innovation (SERI), Alexander von Humboldt Foundation, Baden-Württemberg Foundation, Fritz Thyssen Foundation; Leibniz Society

## Membership in Professional Organizations

Erich-Gutenberg-Arbeitsgemeinschaft; German Academic Association for Business Research (*Verband der Hochschullehrer für Betriebswirtschaft – VHB*); German Economic Association (*Verein für Socialpolitik – VfS*); Committees on Education Economics (*Bildungsökonomischer Ausschuss*), and Business Economics (*Ausschuss für Unternehmenstheorie und -politik*); German Association for Experimental Economic Research e.V. (*Gesellschaft für experimentelle Wirtschaftsforschung e.V. – GfEW*); International Industrial Relations Association (IIRA – German Section); Schmalenbach-Gesellschaft für Betriebswirtschaft e.V.

## Other Professional Activities

### - Management Boards

- Vice Chair of the German Economic Association – *Verein für Socialpolitik (VfS)*, 2023-2024.
- Member of the Management Board of the *Universitätsbund Tübingen*, since 2020.
- Member of the Management Board of the *Tübinger Universitätsstiftung*, since 2020.
- Member of the Board of Trustees of the *Stiftung Internationales Kolleg*, since 2020.
- Chair of the Committee on Education Economics (*Bildungsökonomischer Ausschuss*) / Member of the Executive Council of the German Economic Association – *Verein für Socialpolitik (VfS)*, 2009-2013.

### - Advisory Boards (Selection)

- Member of the Scientific Board on Research in Vocational and Professional Education & Training, Swiss State Secretariat for Education, Research and Innovation (SERI), Bern, Switzerland, since 2008.
- Member of the Advisory Board of the Federal Institute for Vocational Education & Training (*Bundesinstitut für Berufsbildung – BIBB*), Bonn, 2013-2017.
- Member of the Advisory Board of the Institute for Applied Economic Research at the University of Tübingen (Institut für Angewandte Wirtschaftsforschung – IAW), 2005-2017; Vice-Chair: 2008-2015.

### - Supervisory Boards

- *KPMG AG Wirtschaftsprüfungsgesellschaft*, 2015-2023.
- *List Stiftung*, Tübingen, since 2003 (Chair: 2008-2010).

### - Editorships

- *Empirical Research in Vocational Education & Training (ERVET)* (Springer, Associate Editor, since 2013)
- *Die Betriebswirtschaft (DBW, Business Administration Review – BARev)* (Schäffer Poeschel, 2008-2016; Editor-in-Chief: 2016)
- *Beiträge zur Personal- und Organisationsökonomik* (Book Series) (Hampp, 2008-2016; joint with Uschi Backes-Gellner and Matthias Kräkel)

### - Evaluation & Steering Committees

- Equality Committee (*Gleichstellungskommission*), Tübingen University, 2022-2025.
- Steering Committee for the Swiss National Research Program on “Digital Transformation”, 2019-2020 (Ad-hoc Member).
- Postdoc Mobility Evaluation Commission, Swiss National Science Foundation (SNF), 2018-2022.
- Steering Committee “Monitoring Research”, ETH Zurich & DICE Düsseldorf, 2017-2018.
- Prize Committee for the Best Dissertation in the Economics of Education, awarded on behalf of the German Economic Association (VfS) and the Roland Berger Foundation for European Business Management, 2015-2017.
- Evaluation Committee of the Higher Education Information System Research Institute (HIS-HF) on behalf of the German Council of Science and Humanities (*Wissenschaftsrat*), 2012.

### - **Organization of Conferences (Selection)**

- Annual Colloquium on Personnel Economics (COPE), since 2007  
joint with: Uschi Backes-Gellner, Alex Bryson (since 2017), Oliver Fabel, Anders Frederiksen (since 2023), Matthias Kräkel (until 2016);  
Local organization at the University of Tübingen: 2007, 2013.
- Program Committee of the Annual Conference of the German Academic Association for Business Research (*Verband der Hochschullehrer für Betriebswirtschaft – VHB*): 2007 Berlin, 2015 Vienna.
- 2009-2013 Annual Meetings of the Committee on Education Economics (*Bildungsökonomischer Ausschuss*) in the German Economic Association (VfS).
- Workshops “Women in Boards and Top Management Teams” (2016) and “Effectiveness of Supervisory Boards” (2012), Tübingen, financed by HBS – Hans Böckler Foundation.
- Workshops “Outcomes in Academia” (2014) and “Careers in Higher Education” (2012), joint with Agnes Bäker, financed by BMBF – Federal Ministry of Education & Research.
- Symposium “Economics of Higher Education” (joint with Uschi Backes-Gellner) at the Annual Conference of the German Academic Association for Business Research (*Verband der Hochschullehrer für Betriebswirtschaft – VHB*), 2008 Munich.
- International PhD and Postdoc Workshop on Personnel, Organization & Education Economics (since 2004); Local organization at the University of Tübingen: 2006, 2012, 2017.

### **Teaching (Selection)**

- Labour, HRM & Organization (Introductory Course, B.Sc.-Level)
- Organization Economics (Advanced B.Sc.-Level)
- Comparative Employment Relations/International HRM (Advanced B.Sc.-Level, M.Sc.-Level)
- Case Studies in HRM & Organization (Advanced B.Sc.-Level, M.Sc.-Level)
- Personnel Economics (M.Sc.-Level)
- Seminars for Bachelor- and Master-Students (e.g., Higher Education Economics, Experimental Economics, Performance Management, Diversity Management, Corporate Governance, Corporate Social Responsibility, Promotions & Careers, AI and Digitalization in HRM)
- Compensation & Benefits (Executive Master: LMU Munich)
- Proposal Writing & Scholarly Publication (Ph.D.-Level: University of Zurich)

## Publications

### Books

- Pull, Kerstin (2003): Standortwahl und Arbeitsmarktregulierung. Munich: Hampp.
- Sadowski, Dieter; Kerstin Pull (eds., 1997): Optionen für mehr Beschäftigung II: Vorschläge jenseits der Lohnpolitik, Frankfurt: Campus.
- Pull, Kerstin (1996): Übertarifliche Entlohnung und freiwillige betriebliche Leistungen. Munich: Hampp.

### Articles in Refereed Journals

- Diederich, Sarah; Anja Iseke; Kerstin Pull; Martin Schneider (forthcoming): Role (in-)congruity and the Catch 22 for female executives: How stereotyping contributes to the gender pay gap at top executive level. *The International Journal of Human Resource Management*.  
[DOI: 10.1080/09585192.2023.2273331](https://doi.org/10.1080/09585192.2023.2273331)
- Moritz, Raphael; Christian Manger; Kerstin Pull (2023): #InviteMe: Can social media information reduce discrimination? Evidence from a field experiment. *Journal of Economic Behavior & Organization* 213(2023):373-393.  
[DOI: 10.1016/j.jebo.2023.07.032](https://doi.org/10.1016/j.jebo.2023.07.032)
- Joecks, Jasmin; Kerstin Pull; Katrin Scharfenkamp (2023): Women Directors, Board Attendance and Corporate Financial Performance. *Corporate Governance: An International Review*.  
[DOI: 10.1111/corg.12525](https://doi.org/10.1111/corg.12525)  
This paper received extended press coverage (e.g., [ARD Tagesschau.de](https://www.ard.de) and [ARD Tagesthemen](https://www.ard.de)).
- Joecks, Jasmin; Kerstin Pull; Katrin Scharfenkamp (2023): Women directors and firm innovation: The role of women directors' representative function. *Managerial and Decision Economics* 44(2022)2: 1203-1214.  
[DOI:10.1002/mde.3742](https://doi.org/10.1002/mde.3742)
- Glökler, Thomas; Kerstin Pull; Manfred Stadler (2022): Do output dependent prizes alleviate the sabotage problem in tournaments? *Games* 13(2022)5: 65.  
[DOI:10.3390/g13050065](https://doi.org/10.3390/g13050065)
- Ayaita, Adam; Kerstin Pull (2022): Positional preferences and narcissism: evidence from "money burning" dictator games. *Applied Economics Letters* 29(2022)3: 267-271.  
[DOI:10.1080/13504851.2020.1863320](https://doi.org/10.1080/13504851.2020.1863320)
- Bäker, Agnes; Susanne Breuninger; Kerstin Pull (2021): Pushing performance by building bridges: Human and social capital as mechanisms behind the mobility-performance link. *Journal of Vocational Behavior* 129(2021): 103613.  
[DOI: 10.1016/j.jvb.2021.103613](https://doi.org/10.1016/j.jvb.2021.103613)
- Schneider, Martin R.; Anja Iseke; Kerstin Pull (2021): The Gender Pay Gap in European Executive Boards: The Role of Directors' Pathways into the Board. *The International Journal of Human Resource Management* 32(2021)14: 2952–2974.  
[DOI: 10.1080/09585192.2019.1620307](https://doi.org/10.1080/09585192.2019.1620307)  
This paper received the Michael Poole Highly Commended Award 2019 of *The International Journal of Human Resource Management* (=Runner-up-prize for the *IJHRM* Best Paper Award 2019).
- Joecks, Jasmin; Anna Kurowska; Kerstin Pull (2021): Is the push by female employees for family-friendly practices context-dependent? Comparative evidence from Sweden, Poland and Germany. *Journal of Business Research* 126(2021): 153-161.  
[DOI: 10.1016/j.jbusres.2020.11.061](https://doi.org/10.1016/j.jbusres.2020.11.061)
- Bäker, Agnes; Julia Muschallik, Kerstin Pull (2020): Successful Mentors in Academia: Are they Teachers, Sponsors and/or Collaborators? *Studies in Higher Education* 45(2020)4: 723-735.  
[DOI: 10.1080/03075079.2018.1544235](https://doi.org/10.1080/03075079.2018.1544235)

- Yang, Philip, Jan Riepe; Katharina Moser; Kerstin Pull; Siri Terjesen (2019): Women Directors, Firm Performance and Firm Risk: A Causal Perspective. *The Leadership Quarterly* 30(2019)5: 101297.  
[DOI: 10.1016/j.leaqua.2019.05.004](https://doi.org/10.1016/j.leaqua.2019.05.004)  
This paper was ranked among the Top 5 Papers 2019 in *The Leadership Quarterly* (=Shortlist for *The Leadership Quarterly* Best Paper Award 2019).
- Meuer, Johannes; Michele Angstmann; Christian Tröster; Uschi Backes-Gellner; Kerstin Pull (2019): Embeddedness and the Repatriation Intention of Company-backed and Self-initiated Expatriates. *European Management Journal* 37(2019): 784-793.  
[DOI: 10.1016/j.emj.2019.03.002](https://doi.org/10.1016/j.emj.2019.03.002)
- Güth, Werner; Kerstin Pull; Manfred Stadler; Alexandra Zaby (2019): Compulsory Disclosure of Private Information: Theoretical and Experimental Results for the Acquiring a Company Game. *Journal of Institutional and Theoretical Economics (JITE)* 175(2019)3: 502-523.  
[DOI: 10.1628/jite-2018-0013](https://doi.org/10.1628/jite-2018-0013)
- Iseke, Anja; Kerstin Pull (2019): Female Executives and Perceived Employer Attractiveness: On the Potentially Adverse Signal of Having a Female CHRO Rather Than a Female CFO. *Journal of Business Ethics* 156(2019)4: 1113–1133.  
[DOI: 10.1007/s10551-017-3640-1](https://doi.org/10.1007/s10551-017-3640-1)
- Meuer, Johannes; Marlies Kluike; Uschi Backes-Gellner; Kerstin Pull (2019): Expatriation strategies for the adaptation of employment modes to different market economies. *European Journal of International Management* 13(2019)3: 328-353.  
[DOI: 10.1504/EJIM.2019.10018146](https://doi.org/10.1504/EJIM.2019.10018146)
- Güth, Werner; Charlotte Klempt; Kerstin Pull (2019): Cognitively Differentiating Between Sharing Games: Inferences from Choice and Belief Data of Proposer Participants. *Economics Bulletin* 39(2019)1: 605-614.  
[Full text](#)
- Ayaita, Adam; Kerstin Pull; Uschi Backes-Gellner (2019): You get what you 'pay' for: Academic attention, career incentives and changes in publication portfolios of business and economics researchers. *Journal of Business Economics* 89(2019)3: 273-290.  
[DOI: 10.1007/s11573-017-0880-6](https://doi.org/10.1007/s11573-017-0880-6)
- Klempt, Charlotte; Kerstin Pull; Manfred Stadler (2019): Asymmetric Information in Simple Bargaining Games: An Experimental Study. *German Economic Review*. 20(2019)1: 29-51  
[DOI: 10.1111/geer.12138](https://doi.org/10.1111/geer.12138)
- Joecks, Jasmin; Kerstin Pull; Katrin Scharfenkamp (2019): Perceived Roles of Women Directors on Supervisory Boards: Insights from a Qualitative Study. *German Journal of Human Resource Management* 33(2019)1: 5-31.  
[DOI: 10.1177/2397002218783925](https://doi.org/10.1177/2397002218783925)
- Backes-Gellner, Uschi; Agnes Bäker; Kerstin Pull (2018): The opportunity costs of becoming a dean: Does leadership in academia crowd out research? *Schmalenbach Business Review* 70(2): 189-208.  
[DOI: 10.1007/s41464-018-0048-0](https://doi.org/10.1007/s41464-018-0048-0)
- Klempt, Charlotte; Kerstin Pull (2018): The Hidden Costs of Control Revisited: Should a Sanctioning Policy be Announced in Advance? *Managerial and Decision Economics* 39(2018)2: 158-170.  
[DOI: 10.1002/mde.2877](https://doi.org/10.1002/mde.2877)
- Arbeitskreis Controlling heterogener Personalstrukturen der Schmalenbach-Gesellschaft für Betriebswirtschaft e.V (2017): Diversity Analytics: Stand und Perspektiven. *Zeitschrift für betriebswirtschaftliche Forschung Sonderheft* 72/2017: 81-101.  
[DOI: 10.1007/978-3-658-18751-4\\_5](https://doi.org/10.1007/978-3-658-18751-4_5)
- Güth, Werner; Kerstin Pull; Manfred Stadler; Alexandra Zaby (2017): Blindfolded vs. Informed Ultimatum Bargaining – A Theoretical and Experimental Analysis. *German Economic Review*

18(2017)4: 444–467.

[DOI: 10.1111/geer.12112](https://doi.org/10.1111/geer.12112)

- Berninghaus, Siegfried; Werner Güth; Charlotte Klempt; Kerstin Pull (2017): Assessing Mental Models via Recording Decision Deliberations of Pairs. *Homo Oeconomicus* 34(2017)2: 97-115.  
[DOI: 10.1007/s41412-017-0051-6](https://doi.org/10.1007/s41412-017-0051-6)
- Pull, Kerstin; Birgit Pferdmenes; Uschi Backes-Gellner (2017): Do research training groups operate at optimal size? *Schmalenbach Business Review* 18(2017)2: 129-145.  
[DOI: 10.1007/s41464-017-0029-8](https://doi.org/10.1007/s41464-017-0029-8)
- Bäker, Agnes; Kerstin Pull (2017): Who is attracted by teamwork? Evidence of multi-dimensional sorting from a real-effort experiment. *German Journal of Human Resource Management* 31(2017)1: 32-70.  
[DOI: 10.1177/2397002216644571](https://doi.org/10.1177/2397002216644571)
- Bäker, Agnes; Susanne Breuninger; Julia Muschallik; Kerstin Pull; Uschi Backes-Gellner (2016): Time to Go? (Inter)National Mobility and Appointment Success of Young Academics. *Schmalenbach Business Review* 17(2016)3: 401-421.  
[DOI: 10.1007/s41464-016-0010-y](https://doi.org/10.1007/s41464-016-0010-y)
- Pull, Kerstin; Birgit Pferdmenes; Uschi Backes-Gellner (2016): Composition of junior research groups and PhD completion rate: disciplinary differences and policy implications. *Studies in Higher Education* 41(2016)11: 2061-2077.  
[DOI: 10.1080/03075079.2015.1007941](https://doi.org/10.1080/03075079.2015.1007941)
- Backes-Gellner, Uschi; Marlies Kluike; Kerstin Pull; Martin R. Schneider, Silvia Teuber (2016): Human resource management and radical innovation. A fuzzy-set QCA of US multinationals in Germany, Switzerland, and the UK. *Journal of Business Economics*. 86(2016) 86: 751  
[DOI: 10.1007/s11573-015-0803-3](https://doi.org/10.1007/s11573-015-0803-3)
- Güth, Werner; René Levínský; Kerstin Pull; Ori Weisel (2016): Tournaments and Piece Rates Revisited: A Theoretical and Experimental Study of Output-Dependent Prize Tournaments. *Review of Economic Design* 20(2016)1: 69-88.  
[DOI: 10.1007/s10058-015-0184-7](https://doi.org/10.1007/s10058-015-0184-7)
- Muschallik, Julia; Kerstin Pull (2016): Mentoring in higher education: Does it enhance mentees' research productivity? *Education Economics* 24(2016)2: 210-223.  
[DOI: 10.1080/09645292.2014.997676](https://doi.org/10.1080/09645292.2014.997676)
- Stadler, Manfred; Kerstin Pull (2015): Contests vs. Piece Rates in Product Market Competition. *Review of Economics* 66(2015)3: 273–287.  
[DOI: 10.1515/roe-2015-1001](https://doi.org/10.1515/roe-2015-1001)
- Bäker, Agnes; Werner Güth; Kerstin Pull; Manfred Stadler (2015): The Willingness to Pay for Partial vs. Universal Equality: Insights from Three-Person Envy Games. *Journal of Behavioral and Experimental Economics* 56(2015): 55-61.  
[DOI: 10.1016/j.jsocec.2015.03.004](https://doi.org/10.1016/j.jsocec.2015.03.004)
- Backes-Gellner, Uschi; Jens Mohrenweiser; Kerstin Pull (2015): The Effectiveness of Co-Determination Laws in Cooperative and Adversarial Employment Relations: When Does Regulation Have Bite? *Economic and Industrial Democracy* 36(2015)2: 215-238.  
[DOI: 10.1177/0143831X13501002](https://doi.org/10.1177/0143831X13501002)
- Güth, Werner; Kerstin Pull; Manfred Stadler (2015): Delegation, Worker Compensation, and Strategic Competition. *Journal of Business Economics*. 85(2015)1: 1–13  
[DOI: 10.1007/s11573-013-0702-4](https://doi.org/10.1007/s11573-013-0702-4)
- Güth, Werner; Kerstin Pull; Manfred Stadler, Alexandra Zaby (2014): Endogenous Price Leadership – A Theoretical and Experimental Analysis. *Journal of Economic Behavior and Organization* 108(2014): 420-432.  
[DOI: 10.1016/j.jebo.2014.01.013](https://doi.org/10.1016/j.jebo.2014.01.013)



- Duran, Mihael; Kerstin Pull (2014): Der Beitrag der Arbeitnehmervvertreter zur fachlichen und geschlechtlichen Diversität von Aufsichtsräten: Erkenntnisse einer qualitativ-explorativen Analyse. *Industrielle Beziehungen – German Journal of Industrial Relations* 21(2014)4: 329-351.  
[DOI 10.1688/IndB-2014-04-Duran](https://doi.org/10.1688/IndB-2014-04-Duran)
- Arnegger, Martin; Christian Hofmann; Kerstin Pull; Karin Vetter (2014): Firm Size and Board Diversity. *Journal of Management and Governance* 18(2014)4: 1109-1135.  
[DOI: 10.1007/s10997-013-9273-6](https://doi.org/10.1007/s10997-013-9273-6)
- Joecks, Jasmin; Kerstin Pull; Uschi Backes-Gellner (2014): Childbearing and (Female) Research Productivity – A Personnel Economics Perspective on the Leaky Pipeline. *Journal of Business Economics* 84(2014)4: 517-530.  
[DOI 10.1007/s11573-013-0676-2](https://doi.org/10.1007/s11573-013-0676-2)
- Chlost, Kristin; Kerstin Pull; Shiho Futagami (2014): Tournament Structures in Japan and the U.S. Why are They Different and Will they Change? *Management and Organizational Studies* 1(2014)1: 63-71.  
[DOI 10.5430/mos.v1n1p63](https://doi.org/10.5430/mos.v1n1p63)
- Bäker, Agnes; Werner Güth; Kerstin Pull; Manfred Stadler (2014): Entitlement and the Efficiency-Equality Trade-off: An Experimental Study. *Theory & Decision* 76(2014)2: 225-240.  
[DOI 10.1007/s11238-013-9364-5](https://doi.org/10.1007/s11238-013-9364-5)
- Kluike, Marlies; Kerstin Pull (2013): Similar, but still different: How US-MNCs in Germany and Switzerland use host-country training and skill practices. *Industrial Relations Journal* 44(2013): 495-513.  
[DOI: 10.1111/irj.12031](https://doi.org/10.1111/irj.12031)
- Joecks, Jasmin; Kerstin Pull; Karin Vetter (2013): Gender Diversity in the Boardroom and Firm Performance: What Exactly Constitutes a 'Critical Mass'? *Journal of Business Ethics* 118(2013)1: 61-72.  
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#### Reviews, Comments, Editorials & Miscellaneous

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## Presentations/Accepted Papers

### Refereed Conferences

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| 2023 | Annual Congress of the German Economic Association – Verein für Socialpolitik (VfS) , Regensburg; Annual Conference of the HR Division in the German Academic Association for Business Research (Kommission Personalwesen, <i>VHB</i> ), Berlin; GEABA Annual Conference (German Economic Association of Business Administration), Paderborn; 35 <sup>th</sup> Annual Meeting of the Society for the Advancement of Socio-Economics (SASE), Rio de Janeiro (Brazil); 12 <sup>th</sup> Field Days – Experiments outside the laboratory, Stavanger (Norway); 13 <sup>th</sup> International Conference of the French Association of Experimental Economics (ASFEE), Montpellier (France); 25 <sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Amsterdam (Netherlands). |
| 2022 | 24 <sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Arhus (Denmark)  |
| 2021 | IV ISA Forum of Sociology, Porto Alegre (Brazil)   |
| 2020 | 36 <sup>th</sup> EGOS (European Group for Organizational Studies) Colloquium, Hamburg; 82 <sup>nd</sup> Annual Conference of the German Academic Association for Business Research ( <i>VHB</i> ), Frankfurt/Main, Germany, UK; 23 <sup>rd</sup> Annual Colloquium on Personnel Economics (COPE), London [cancelled because of COVID19 pandemic].  |
| 2019 | Annual Conference of the HR Division in the German Academic Association for Business Research (Kommission Personalwesen, <i>VHB</i> ), Munich; Annual ESPANet (Network for European Social Policy Analysis) Conference, Stockholm; 79 <sup>th</sup> Academy of Management (AoM) Annual Meeting, Boston, USA; 35 <sup>th</sup> EGOS (European Group for Organizational Studies) Colloquium, Edinburgh; 8 <sup>th</sup> International Community, Work and Family Conference, Malta; Thurgau Experimental Economics Meeting, Kreuzlingen; 22 <sup>nd</sup> Annual Colloquium on Personnel Economics (COPE), Augsburg.   |
| 2018 | BJIR Research Workshop on Worker Representation and Corporate Governance Reform, London; Annual Conference of the HR Division in the German Academic Association for Business Research (Kommission Personalwesen, <i>VHB</i> ), Munich; IZA Workshop on the Economics of Employee Representation: International Perspectives. IZA, Bonn; Symposion “Contextual Factors Shaping TMT/Board Gender Diversity and Organizational Performance” at the 78 <sup>th</sup> Academy of Management, Chicago; 21 <sup>st</sup> Annual Colloquium on Personnel Economics (COPE), Munich.  |
| 2017 | TIBER Symposium on Psychology and Economics, Tilburg; 33 <sup>rd</sup> EGOS (European Group for Organizational Studies) Colloquium, Copenhagen; 20 <sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Zurich (Switzerland).  |
| 2016 | GEABA Annual Conference (German Economic Association of Business Administration), Basel; Annual Conference of the HR Division in the German Academic Association for Business Research (Kommission Personalwesen, <i>VHB</i> ), Paderborn; 19 <sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Aachen; Annual Confer-  |

- ence of the Division on Higher Education Studies in the German Academic Association for Business Research (Kommission Hochschulmanagement, VHB), Hamburg; 76<sup>th</sup> Academy of Management (AoM) Annual Meeting, USA.
- 2015 GEABA Annual Conference (German Economic Association of Business Administration), Hamburg; 27<sup>th</sup> Annual Conference of the Society for the Advancement of Socio-Economics (SASE), London; 15<sup>th</sup> Annual Conference of the European Academy of Management (EURAM), Warschau; 18<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Vienna; Annual Conference of the Leibniz ScienceCampus MaCCI – Mannheim Centre for Competition and Innovation, Mannheim; Annual Conference of the Division on Higher Education Studies in the German Academic Association for Business Research (Kommission Hochschulmanagement, VHB), Duisburg/Essen.
- 2014 GEABA Annual Conference (German Economic Association of Business Administration), Regensburg; Annual Congress of the German Economic Association – Verein für Socialpolitik (VfS), Hamburg; 74<sup>th</sup> Academy of Management (AoM) Annual Meeting, Philadelphia, Pennsylvania, USA; 12<sup>th</sup> Annual International Industrial Organization Conference (IIOC), Chicago, USA.
- 2013 Annual Conference of the HR Division in the German Academic Association for Business Research (Kommission Personalwesen, VHB), Hamburg; International Conference on “The optimal skill mix for a modern economy”, Marbach Castle; 73<sup>rd</sup> Academy of Management (AoM) Annual Meeting, Lake Buena Vista, Florida, USA; 2013 European Academy of Management Conference (EURAM), Istanbul; Annual Conference of the German Academic Association for Business Research (VHB), Würzburg; 29<sup>th</sup> EGOS Colloquium (European Group for Organizational Studies), Montreal; 10<sup>th</sup> ILERA European Conference (International Labor and Employment Relations Association), Amsterdam; Symposium “Multinational Companies and Employment Relations in the 21<sup>st</sup> Century” at the 10<sup>th</sup> ILERA European Conference, Amsterdam; 16<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Tübingen.
- 2012 GIRA Annual Conference (German Association of Industrial Relations), Mühlheim; Annual Conference of the HR Division in the German Academic Association for Business Research (Kommission Personalwesen, VHB), Hamburg; GEABA Annual Conference (German Economic Association of Business Administration, Graz; EALE Annual Conference (Economic Association of Labour Economists), Bonn; ESA (Economic Science Association) European Conference, Cologne; British Academy of Management (BAM) Annual Conference; EARIE Annual Conference (Economic Association of Research in Industrial Economics), Rome; ILERA World Congress (International Labor and Employment Relations Association), Philadelphia; SASE Annual Conference (Society for the Advancement of Socio-Economics), MIT, Boston; Thurgau Experimental Economics Meeting, Kreuzlingen; 15<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Paderborn; Annual Conference of the Division on Higher Education Studies in the German Academic Association for Business Research (Kommission Hochschulmanagement, VHB), Berlin.
- 2011 Annual Conference of the HR Division on HRM in the German Academic Association for Business Research (Kommission Personalwesen, VHB), Gießen; SASE Annual Conference (Society for the Advancement of Socio-Economics), Madrid; 14<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Zurich.
- 2010 Nordic Conference on Behavioral and Experimental Economics, Helsinki; Annual Congress of the German Economic Association – Verein für Socialpolitik (VfS), Kiel; IAREP & SABE Joint Conference (International Association for Research in Economic Psychology & Society for the Advancement of Behavioral Economics), Cologne; IMEBE (International Meeting on Experimental and Behavioral Economics), Bilbao; ESA (Economic Science Association) European Conference, Innsbruck.
- 2009 SASE Annual Conference (Society for the Advancement of Socio-Economics), Paris; Annual Conference of the German Academic Association for Business Research,

- Nuremberg; ESA Asia Pacific meeting (Economic Science Association), Haifa 2009; 12<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Vienna; Annual Conference of the Division on Higher Education Studies in the German Academic Association for Business Research (Kommission Hochschulmanagement, VHB), Münster.
- 2008 SING4 (Spain-Italy-Netherlands-Meeting on Game Theory), Wroclaw; AoM Annual Meeting (Academy of Management), Anaheim; SASE Annual Conference (Society for the Advancement of Socio-Economics), San Jose/Costa Rica; Annual Conference of the German Academic Association for Business Research (VHB), Berlin; Conference on "Tournaments, Contests and Relative Performance Evaluation", North Carolina State University, Raleigh, USA; 11<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Bonn 2008; Annual Conference of the Division on Higher Education Studies in the German Academic Association for Business Research (Kommission Hochschulmanagement, VHB), Munich.
- 2007 Annual Congress of the German Economic Association – Verein für Socialpolitik (VfS), Munich; GEABA Annual Conference (German Economic Association of Business Administration), Tübingen; SASE Annual Conference (Society for the Advancement of Socio-Economics), Kopenhagen.
- 2006 SASE Annual Conference (Society for the Advancement of Socio-Economics), Trier; Annual Conference of the German Academic Association for Business Research (VHB), Dresden; 9<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Zürich.
- 2005 EIASM Workshop on International Strategy and Cross Cultural Management, Wien; Vaasa Conference on International Business, Vaasa; EURAM Annual Conference (European Academy of Management), Munich.
- 2004 GEABA Annual Conference (German Economic Association of Business Administration), Bonn.
- 2002 BAM Annual Conference (British Academy of Management), London, UK; Annual Conference of the German Academic Association for Business Research (VHB), Munich.
- 2001 IBERC (International Business and Economics Research Conference), Reno, USA; IBEC (Annual International Business and Economics Conference), De Pere, USA 2001; 4<sup>th</sup> Annual Colloquium on Personnel Economics (COPE), Trier.
- 2000 IAREP & SABE Joint Conference (International Association for Research in Economic Psychology & Society for the Advancement of Behavioral Economics), Baden/Wien.
- 1998 IIRA-World Congress (International Industrial Relations Association), Bologna; 1<sup>st</sup> Annual Colloquium on Personnel Economics (COPE), Bonn.
- 1997 IIRA European Regional Congress (International Industrial Relations Association), Dublin 1997; Annual Conference of the Erich-Gutenberg-Arbeitsgemeinschaft, Cologne 1997.
- Invited Talks
- 2023 Business Economics Research Seminar, University of Zurich; Professorinnen-Apéro, University of Zurich.
- 2022 Business Economics Research Seminar, University of Zurich; Collegium Helveticum (Joint Institute for Advanced Studies (IAS) of the University of Zurich, ETH Zurich and Zurich University of the Arts).
- 2017 Libera Università Internazionale degli Studi Sociali "Guido Carli"(LUISS) Rome; University of Paderborn; University of Tübingen Sommeruniversität.
- 2016 University of Tübingen Studium Generale Lecture Series on „Trust in a globalized world“.
- 2015 Technische Universität München (TUM).



- 2014 LEAD (Graduate School on Learning, Educational Achievement, and Life Course Development) Retreat 2014 (Keynote Lecture), Blaubeuren; Workshop on Institutions, Games and Experiments, Jena: Max Planck Institute for Economics.
- 2013 Wirtschaftswissenschaftliches Seminar Ottobeuren.
- 2011 Wirtschaftswissenschaftliches Seminar Ottobeuren; University of Paderborn.
- 2010 University of Trier; University of Tübingen Studium Generale Lecture Series on „Gender and Diversity“; Wirtschaftswissenschaftliches Seminar Ottobeuren; International Conference on “The Changing Governance of Research“, Frankfurt/Main.
- 2009 University of Freiburg; Annual Conference of the Committee on Business Economics (Unternehmenstheoretischer Ausschuss) in the German Economic Association – Verein für Socialpolitik (VfS), Bendorf.
- 2008 University of Zurich; University of Freiburg; Workshop „Institutional Economics: Theory and Evidence“, Jena: Max Planck Institute for Economics; Workshop “Labour Market Economics (Arbeitsmarktökonomik)“, University of Tübingen.
- 2007 Wirtschaftswissenschaftliches Seminar Ottobeuren; University of Zurich; Annual Conference of the Committee on Education Economics (Bildungsökonomischer Ausschuss) in the German Economic Association – Verein für Socialpolitik (VfS), Bielefeld.
- 2006 University of Hamburg; University of Wuppertal.
- 2005 Universität of Zurich.
- 2004 Otto Beisheim School of Management, Vallendar; University of Zurich; University of Würzburg.
- 2003 University of Tübingen.
- 2002 University of Zurich; University of Vienna; University of Paderborn; University of Cologne.
- 2000 Humboldt-University Berlin; Annual Conference of the Erich-Gutenberg-Arbeitsgemeinschaft, Cologne.
- 1998 Centre for European Economic Research (ZEW), Mannheim.
- 1996 University of Cologne; Institute for Employment Research (IAB), Nürnberg; Annual Symposium on the Economic Analysis of Law, Travemünde.

#### Discussant/Co-presentations

- 2008 Wirtschaftswissenschaftliches Seminar Ottobeuren.
- 2006 Wirtschaftswissenschaftliches Seminar Ottobeuren.
- 2005 Annual Conference of the German Economic Association of Business Administration (GEABA), University of Freiburg.
- 2004 Meeting of the “Projektgruppe IAB-Betriebspanel“, University of Trier.
- 2002 Annual Conference of the German Economic Association of Business Administration (GEABA), Humboldt University Berlin.