

Frauke von Bieberstein

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Personal status: married
Two children (Bernike 04/2013,
Charlotte 03/2017)

ACADEMIC APPOINTMENTS

2010 – present	Associate Professor (Extraordinaria) for Organization, University of Bern
04-09/2010	Interim Professor (Vertretungsprofessorin) for Personnel Economics, University of Bonn
04-05/2009	Visiting Scholar, Toulouse School of Economics
08-12/2008	Visiting Scholar, Toulouse School of Economics
2008 – 2010	Assistant Professor (Juniorprofessorin) for Organization Theory, WHU – Otto Beisheim School of Management
2004 – 2007	Senior Research Assistant, WHU – Otto Beisheim School of Management

EDUCATION

2002 – 2004	Ph.D. (Dr. rer. pol.), WHU – Otto Beisheim School of Management
1996 – 1999	Master in Economics (Diplomvolkswirtin), University of Bonn
1994 – 1996	Bachelor in Economics, University of Konstanz
1993 – 1994	General language studies, Université Catholique de l'Ouest, Angers
1993	Abitur, Ursulaschule, Osnabrück

PRACTICAL EXPERIENCE

1999 – 2004	Consultant, McKinsey & Company, Cologne (with leave of absence for doctoral studies)
07-10/1998	Intern in M&A, Goldman Sachs, Frankfurt
03-06/1998	Intern in M&A, Morgan Stanley, London
07-08/1996	Intern in Consulting, McKinsey & Company, Frankfurt

RESEARCH INTERESTS

Managerial and Organizational Economics

Applying Behavioral Economics to Organizations

Lab and Field Experiments with Firms

GRANTS AND FUNDING

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|-------------|---|
| 2008 – 2016 | Schumpeter-Fellowship, Principal Investigator, Volkswagenstiftung (435,000 EUR/approx. 500,000 CHF); “The dynamics of reference dependent preferences” |
| 2010 – 2012 | German/French Research Cooperation, Deutsche Forschungsgemeinschaft/Agence National de la Recherche (160,000 EUR/approx. 185,000 CHF); “Understanding organizations – The complex interplay of incentives and identity”, joint with researchers from the University of Frankfurt and the Toulouse School of Economics |
| 2010 – 2017 | Fundraising from various Swiss companies and organizations (>60,000 CHF) |
| 2009 – 2011 | Fast Track Program, Robert Bosch Stiftung (participation in career seminars, 4,800 EUR/approx. 5,500 CHF) |

ARTICLES IN REFEREED JOURNALS AND PROCEEDINGS

(until 08/2012 under the name of Frauke Lammers)

“Moral Hazard, Risk Sharing, and the Optimal Pool Size” (with E. Feess, J.F. Fernando, F. Kerzenmacher and J. Schiller), 2017, *Journal of Risk and Insurance*, DOI: 10.1111/jori.12211.

“Contract Design and Insurance Fraud: An Experimental Investigation” (with J. Schiller), 2017, *Review of Managerial Science*, DOI 10.1007/s11846-017-0228-1

“The Firm as the Locus of Social Comparisons: Implications for the Optimal Design of Promotion Systems” (with E. Auriol and G. Friebe), 2016, *Journal of Economic Behavior and Organization*, 121, 41-59.

“Applying Prospect Theory to Predict New Venture Creation” (with A. Hack and N. Kraiczy), 2016, *Small Business Economics*, 64, 447-465.

“Externalities in Recruiting” (with M. Kräkel and N. Szech), 2014, *Journal of Economic Behavior and Organization*, 107, 123-135.

“How Expectations affect Reference Point Formation: An Experimental Investigation” (with A. Hack), 2014, *Review of Managerial Science*, 1-27.

“Applying Prospect Theory to Predict Entrepreneurial Intention” (with A. Hack and N. Kraiczy), 2014, *Best Paper Proceedings of the Academy of Management Annual Meeting*.

“Fairness in Delegated Bargaining”, 2010, *Journal of Economics and Management Strategy*, 19(1), 169-183.

“Organization of Project Evaluation and Implementation under Moral Hazard” (with P.-J. Jost), 2010, *Journal of Institutional and Theoretical Economics*, 166(2), 212-238.

“The Organization of Project Evaluation under Competition” (with P.-J. Jost), 2009, *Review of Managerial Science*, 3, 141-155.

“Gender as a Moderator of the Fair Process Effect” (with A. Hack), 2009, *Social Psychology*, 40(4), 202-211.

“When Social Accounts Work: Evidence from Ultimatum Games” (with A. Hack), 2009, *Current Research in Social Psychology*, 13, 161-174.

ARTICLES IN BOOKS AND OTHER JOURNALS

“Strategische Anreizgestaltung” (with P.-J. Jost), 2010 & 2013, in: Stock-Homburg/Wolff (Eds.), *Handbuch Strategisches Personalmanagement*, Gabler-Verlag, Wiesbaden.

„Einflussfaktoren für betrügerisches Verhalten von Versicherungsnehmern: Erste experimentelle Befunde“ (with J. Schiller), 2010, *Zeitschrift für die gesamte Versicherungswissenschaft*, 99, 649-663

“Fairness im Unternehmen” (with A. Hack), 2007, *wisu – das Wirtschaftsstudium*, 8/9, 1078-108

MONOGRAPHS

“Management operationeller Risiken in Banken”, 2005, DUV-Gabler, Wiesbaden.

TEACHING

ECTS-Classes

Bachelor of Science:

Lecture “Personal und Organisation, Teil Organisation”, fall semester

Proseminar “Organisation”, spring semester

Proseminar “Organisation”, fall semester

Master of Science:

Lecture “Advanced Organization I”, fall semester

Lecture “Advanced Organization II”, spring semester

Seminar “Organization Theory”

Seminar “Organization – Applying Theory to Practice”, fall semester

Executive Education:

Organization and Change Management, Master of Advanced Studies SBB, Rochsester-Bern Program, every 1.5 years since 2010

Microeconomics for NPO Managers, University of Fribourg, 2012, 2016

Coaching, MAN Executive Academy, WHU – Otto Beisheim School of Management, 2009

General Management – Organization, L’Oreal Lumea, WHU – Otto Beisheim School of Management, 2007, 2008

AFFILIATIONS

European Economic Association

Förderverein IOP (Member of the Board)

German Economic Association of Business Administration

Schweizer Gesellschaft für Organisation

Verband der Hochschullehrer für Betriebswirtschaft

Verein für Socialpolitik: Member of the Committee for Organizational Economics (Member of the Steering Committee)