

CURRICULUM VITAE
Dr. Andrea Essl

University of Bern
Institute for Organization and HRM
Engehaldenstrasse 4
CH- 3012 Bern
Switzerland

Phone: +41 31 631 55 39
Email: andrea.essl@unibe.ch
www.iop.unibe.ch

Nationality: Austrian
Date of birth: 30 June 1985
Marital status: married, 2 children (2019, 2022)

Professional Affiliations

01/2017 –	Lecturer, Institute for Organization & HRM, University of Bern, Switzerland (part-time 50-70%, including 12 month of maternity leave)
08/2017 – 12/2019	Guest Lecturer, Faculty of Business and Economics, University of Basel, Switzerland
07/2017 –	Founder and Managing Director of Essl & Rieger KLG
09/2016 – 12/2016	Postdoctoral Researcher, Institute for Organization & HRM, University of Bern, Switzerland (50%)
10/2011 – 01/2016	Research and Teaching Assistant, Institute for Organization & HRM, University of Bern, Switzerland
09/2010 – 08/2011	Researcher, Center for Economic and Innovation Research, Joanneum Research, Austria
09/2009 – 08/2010	Freelancer, Center for Economic and Innovation Research, Joanneum Research, Austria
07/2009 – 08/2009	Internship Joanneum Research, Austria
07/2007 – 08/2007	Internship Volksbank Graz-Bruck, Austria
07/2006 – 08/2006	Volunteering in a sea turtle rescue program, Costa Rica
07/2005 – 08/2005	Internship Hypo-Alpe-Adria Bank, Austria

Education

09/2016 – 09/2020	Certificate of Advanced Studies in Higher Education, University of Bern, Switzerland
09/2011 – 02/2016	Doctoral Student in Social and Economic Sciences (insigni cum laude), University of Bern, Switzerland
01/2013 – 07/2015	CUSO Doctoral Program in Behavioral Economics and Experimental Research, Switzerland
01/2015 – 03/2015	Visiting PhD Student, Host: Steven Levitt, University of Chicago, USA
03/2008 – 09/2010	Master of Financial and Industrial Management (graduate with distinction), University of Graz, Austria and University of Lund, Sweden

January 2024

03/2006 – 08/2011 Bachelor in Economics (graduated with distinction), University of Graz, Austria

03/2005 – 02/2008 Bachelor in Business Administration, University of Graz, Austria

Research Interests

My research interests are in the fields of behavioral, experimental, and organizational economics with a particular focus on sustainability in organizations, incentives, and social preferences. A large part of my current work is carried out in collaboration with companies.

Publications

Essl, A., Hauser, D. & von Bieberstein, F. (2024). Let's think about the future: The effect of positive and negative future primes on pro-environmental behavior, *Journal of Behavioral and Experimental Economics*, forthcoming, 102105.

Essl, A., Friedrich, K., Schumacher, S. & von Bieberstein, F. (2024). Is it all about paying the cash upfront?, *Review of Managerial Science*, 18, 161-180.

Essl, A., Suter, M. & von Bieberstein, F. (2023). The effect of future-time referencing on pro-environmental behavior, *Journal of Behavioral and Experimental Economics*, 107, 102166.

Essl, A., von Bieberstein, F., Kosfeld, M. & Kröll, M. (2023). Social Preferences and Sales Performance, *Journal of Economics & Management Strategy*, 32, 882-905

Friedrich, K. & Essl, A. (2022). On the effectiveness of gifts to initiate business relations in the circular economy, *Die Unternehmung*, 76(3), 315-337.

Essl, A., Steffen, A. & Staehle, M. (2021). Choose to reuse! The effect of action-close reminders on pro-environmental behavior, *Journal of Environmental Economics and Management*, 110, 102539.

von Bieberstein, F., Essl, A., & Friedrich, K. (2021). Empathy: A clue for prosociality and driver of indirect reciprocity, *PLOS ONE*, 16(8), e0255071.

von Bieberstein, F., Essl, A., & Friedrich, K. (2020). Gain versus loss contracts: Does contract framing affect agents' reciprocity?. *Economics Letters*, 187, 108846.

von Bieberstein, F., Crede, A., Essl, A. & Hack, A. (2020): Signaling and stakeholder honesty: On the individual and combined effects of owner-family membership and religious affiliation. *Family Business Review*, 33(3), 265-283.

Essl, A. & Jaussi, S. (2017): Choking under time pressure: The influence of time-dependent bonus and malus incentive schemes on performance, *Journal of Economic Behavior & Organization*, 133, 127-137.

Working Papers & work in progress

Validation of the Tree Task (with David Hauser, Manuel Suter, Frauke von Bieberstein), working paper

The benefits of less: The effect of sufficiency gain framing on consumption reduction (with Manuel Suter, Simon Rabaa), working paper

The impact of observability on prosocial behavior (with Hana Dadic, Frauke von Bieberstein), data collection

The impact of observability on prosocial behavior (with Hana Dadic, Frauke von Bieberstein), data collection

Supervisors' reactions to penalty contracts (with Michèle Kaeser, Stefanie Schumacher, Frauke von Bieberstein), data collection

Academic Awards and Third-Party Funds

Special funding from the Faculty of Business, Economics, and Social Sciences, University of Bern (49'000 CHF) for "The use of language and pro-environmental behavior" with Prof. Dr. Thomas Breu, Dr. Andrea Essl, Dr. Adrian Gadiant-Brügger, and Dr. Stephanie Moser

Funding for the promotion of sustainable development in teaching (16'800 CHF), University of Bern

Award for excellent teaching evaluation result for the seminar "Field Experiments on Sustainability in Organizations", 2019 & 2020

Research fellowship, 2011, University of Graz

SOWI im Dialog (award for the best master thesis), 2010, University of Graz & Scholarship for completion of thesis, 2010, University of Graz

Teaching and Teaching Assistance

Spring 2018 -	Lecturer for "Sustainability in Organizations", Bachelor Course, University of Bern, Switzerland
Fall 2017 -	Lecturer for "Field experiments on Sustainability in Organizations" Master Seminar, University of Bern, Switzerland
Fall 2017, 2018	Lecturer for "Experimental Organization" Master Course, University of Basel, Switzerland (together with Stefanie Jaussi)
Spring 2017	Lecturer for "Advanced Organization II", Master Course, University of Bern, Switzerland
Fall 2015, Spring 2017	Lecturer for "Bachelor Seminar: Organization", University of Bern, Switzerland
2011 – 2016	Teaching Assistant for "Bachelor Seminar: Organization" (5x), taught by Frauke von Bieberstein, University of Bern, Switzerland
Spring 2012, Fall 2013	Teaching Assistant for "Advanced Organization" (2x), Master Course, taught by Frauke von Bieberstein, University of Bern, Switzerland
Fall 2013	Tutor for "Empirical Methods", Part of the Master Course "Advanced Organization", University of Bern, Switzerland
Spring 2014	Teaching Assistant for "Organization Theory", Master Seminar, taught by Frauke von Bieberstein and Marc Möller, University of Bern, Switzerland
2012 – 2021	Supervision of more than 60 Bachelor Theses and more than 30 Master Theses
