

CURRICULUM VITAE
Dr. Andrea Essl

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Professional Affiliations

01/2017 –	Lecturer, Institute for Organization & HRM, University of Bern, Switzerland
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
09/2011 – 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	Free-Lancer, 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
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., Steffen, A. & Staehle, M. (2021). Choose to reuse! The effect of action-close reminders on pro-environmental behavior, *Journal of Environmental Economics and Management*, forthcoming.

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

Sales performance and social preferences (with Frauke von Bieberstein, Michael Kosfeld & Markus Kröll), working paper

The effectiveness of gifts to initiate business relations: A field experiment (with Kathrin Friedrich), working paper

Language structure and pro-environmental behavior (with Frauke von Bieberstein & Manuel Suter), work in progress

Conference Presentations

CUSO – 3rd Swiss young researcher workshop in behavioral economics and experimental research, University of Bern, 2015

EBES conference Istanbul, Bahçesehir University, 2015

NIBS Behavioral Science and Policy, University of Nottingham, 2015

Austrian Working Group on Banking and Finance, University of Graz, 2010

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 - 2021	Lecturer for "Sustainability in Organizations", Bachelor Course, University of Bern, Switzerland
Fall 2017 - 2021	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 58 Bachelor Theses and 29 Master Theses
