



Curriculum Vitae

Sophie Johanna Moser

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Research interests:

inequalities at the workplace, gender diversity, gender pay gap, tokenism, women in top management, future of work

Education

10/2022 – today

PhD Graduate School of the Social and Behavioral Sciences
Cluster of Excellence “The Politics of Inequality” and
Chair of Organizational Behavior
University of Konstanz

10/2020 – 09/2022

M.A. Politics and Public Administration, with distinction
University of Konstanz
Specialization: Management and Public Administration
Thesis: “Starting out in a gender-atypical occupation: Understanding negative work event trajectories of male and female tokens and their impact on performance and withdrawal“
Average grade: 1.0; Thesis grade: 1.0

10/2016 – 03/2020

B.A. Politics and Public Administration, with distinction
University of Konstanz
Thesis: „Gender-personality faultlines in top management teams and firm performance: Perceived team unity and team decision quality as mediators“
Average grade: 1.3; Thesis grade: 1.0

08/2018 – 01/2019

Exchange semester: University of Stockholm, Sweden

06/2015

Abitur, with distinction
Goethe-Gymnasium Gaggenau
Grade: 1.1, Prize for best Abitur in Economics

Experience

10/2022 – today

Chair of Organizational Behavior, University of Konstanz
Research Associate

- Project management in various research projects
- Teaching of seminars at Bachelor level

02/2020 – 09/2022

Chair of Organizational Behavior, University of Konstanz
Research Assistant for Prof. Dr. Florian Kunze

- Preparation and implementation of a longitudinal data collection

- Administrative activities in the Research Project “Integration at work” of the cluster of excellence “The politics of inequality”
- 10/2019 – 01/2020

Chair of Organizational Behavior, University of Konstanz
Teaching Assistant for Prof. Dr. Florian Kunze

 - Implementation of an accompanying tutorial to the lecture "Human Resource Management and Organization"
 - Overall student satisfaction: 1.3
- 08/2019 – 01/2020

Fraunhofer Institute for Industrial Engineering, Stuttgart
Research Assistant

 - Administrative activities in the department of collaboration and leadership
 - Research assistance in projects on new work
- 02/2019 – 07/2019

Fraunhofer Institute for Industrial Engineering, Stuttgart
Intern

 - Preparation and implementation of the event series “Popup Labor BW - Digitization in medium-sized companies”
 - Research assistance in projects on new work

Awards & Grants

- 08/2023

Best reviewer award for providing helpful and constructive peer-reviews awarded by the Organizational Behavior division of the Academy of Management
- 05/2023

Prize for best master’s degree awarded by University of Konstanz alumni association VEUK e.V.
- 02/2023 – today

Participation in and lead of research project on gender pay gap that received Small Grants Funding by the Deutsche Forschungsgemeinschaft (DFG - German Research Foundation) under the Excellence Strategy of the German federal and state governments – EXC-2035/1 – 390681379
- 02/2022

Roland Berger prize for best bachelor thesis on diversity
- 06/2015

Abitur award for generally outstanding results

Publications

Moser, S. & Kunze, F. (2024). Parity, transparency, family friendliness - how the gender pay gap could get reduced. [in German] *Cluster of Excellence „The Politics of Inequality”* <https://kops.uni-konstanz.de/handle/123456789/69484>

Kunze, F., Korman, B. A., Apostolidou, A., Diehl, C., Koos, S., Maué, E., Moser, S., Reinwald, M., & Schumann, S. (2023). How can young migrants be successfully integrated into the labor market? The Integration@Work project. [in German] *Cluster of Excellence „The Politics of Inequality”* <https://kops.uni-konstanz.de/handle/123456789/68658>

Moser, S., Reinwald, M., & Kunze, F. (2022). Does my leader care about my subgroup? A multilevel model of team faultlines, LMX quality, and employee absenteeism. *European Journal of Work and Organizational Psychology*, 32(2), 234–244. <https://doi.org/10.1080/1359432X.2022.2136522>

Peer-Reviewed Conference Presentations

Moser, S. (2023): Breaking Gender Norms: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to the German Scientific Commission for Human Resources Conference, 22th – 22th September 2023 in Berlin, Germany*

Hampel, K. & Moser, S. (2023): Feeling younger, Exchanging Knowledge: Understanding Blue-Collar Workers' Knowledge Transfer Behaviors; *Accepted to the German Scientific Commission for Human Resources Conference, 21st – 22th September 2023 in Berlin, Germany*

Moser, S. & Kunze, F. (2023): Breaking the Gender Norm: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to the 83th Academy of Management Annual Meeting, 4th July – 8th August 2023 in Boston, Massachusetts*

Moser, S. (2023): Starting Out in a Gender-Atypical Occupation: Understanding Negative Work Event Trajectories of Male and Female Tokens and Their Impact on Performance and Withdrawal; *Accepted to the 21st European Association of Work and Organizational Psychology (EAWOP) Congress, 24th – 27th May 2023 in Katowice, Poland*

Moser, S. (2022): The interacting effect of team faultlines and leader-member exchange subgroup differentiation on absenteeism: A multi-level approach; *Accepted to the German Scientific Commission for Human Resources Conference, 28th – 30th September 2022 in Berlin, Germany*

Moser, S. & Reinwald, M. (2021): Does my leader care about my subgroup? Team Faultlines and Subgroup-based LMX Differentiation; *Accepted to the 81th Academy of Management Annual Meeting, 29th July – 3th August 2021, Virtual Conference*

Invited Talks

15/01/2024 *How Companies' Diversity Goals Impact the Gender Wage Gap across Occupations, University of Bielefeld, Germany*

26/10/2023 *Diversity at work: How to identify and unlock the opportunities of a diverse workplace, Fraunhofer Institute for Industrial Engineering Stuttgart, Germany*

Teaching

09/2022 – today Supervision of Bachelor and Master Theses
Topics: Work-Family-Conflict, Disability and Inclusion, Diversity in Organizations, Future of Work

04/2022 – 09/2023 Diversity in the World of Work – Opportunities and Challenges
Bachelor Seminar
Student satisfaction: 1.1 (scale from 1 to 5 with 1 being the best rating)

10/2019 – 02/2020 Human Resource Management and Organization
Bachelor Tutorial
Student satisfaction: 1.3 (scale from 1 to 5 with 1 being the best rating)

Skills

Software R (proficient), Stata (proficient), SPSS (good), Microsoft Office (proficient), PostgreSQL (good), LATEX (basic)

Languages German (native), English (fluent), Spanish (basic)