

# Dr. Sophie Moser

Postdoctoral Researcher  
University of Konstanz, Cluster of Excellence “The Politics of Inequality”  
& Chair of Organizational Behavior  
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## RESEARCH FOCUS

Topics Inequality at Work | Demographic Dissimilarity | Compensation & Careers | Intersectionality | Age and Ageing at Work

Methods Quantitative Research | Multilevel Modelling | Experimental Design | Text Analysis using Natural Language Processing

## ACADEMIC POSITIONS

05/2026 – today **Postdoctoral Researcher, Cluster of Excellence “The Politics of Inequality”**  
Project “WorkDNAge – How working life impacts inequalities and ageing” | University of Konstanz | Konstanz, Germany

10/2022 – 04/2026 **Doctoral Researcher, Chair of Organizational Behavior**  
Project “Integration at Work” | University of Konstanz | Konstanz, Germany

02/2025 – 04/2025 **Visiting Scholar, IESE Business School Madrid**  
Mentor: Prof. Dr. Marta Elvira | Managing People in Organizations & Strategic Management | Madrid, Spain

02/2025 **Visiting Scholar, Universidad Complutense de Madrid**  
Mentor: Prof. Dr. María del Mar Maira Vidal | Employment, Gender and Social Cohesion | Madrid, Spain

## EDUCATION

10/2022 – 04/2026 **Ph.D. Graduate School of the Social and Behavioral Sciences, *summa cum laude***  
University of Konstanz  
Thesis: “Gender Inequality at Work: A Contextual Perspective”  
Graduation: 04/2026  
Grade: summa cum laude

10/2020 – 09/2022 **M.A. Politics and Management, *with distinction***  
University of Konstanz  
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 | Award for best master’s degree

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 Studies, Politics and Management**

University of Stockholm, Sweden

## **AWARDS & GRANTS**

04/2026

**In\_equality Conference Best Poster Award**

Winner of the Best Poster Award at the In\_equality Conference 2026 voted for by the participants at the conference (500€)

*The Cluster of Excellence "The Politics of Inequality"*

11/2025 – 01/2028

**Add-on Fellowship for Interdisciplinary Science & Transfer**

The fellowship supports junior scientists in the fields of engineering, economics, and life sciences who work on innovative, interdisciplinary research questions (15,000€)

*Joachim Herz Foundation*

09/2025

**WK Personal Best Paper Award**

Winner in the Category "Strong Scientific Contribution"; awarded at the VHB WK Personal Fall Workshop ("Herbstworkshop")

*German Journal of Human Resource Management*

12/2024

**MEIN Travel Grant**

Mentoring with Experts and International Networking (2,241€)

*University of Konstanz*

08/2024

**William H. Newman Award**

Best Academy of Management Annual Meeting Paper based on a Dissertation

*Academy of Management*

08/2024

**Best Reviewer Award**

Recognition for providing outstanding peer reviews for the Academy of Management Annual Meeting

*Organizational Behavior; Academy of Management*

08/2024

**Best Student Paper Award**

Award at the Academy of Management Annual Meeting

*Diversity, Equity, and Inclusion; Academy of Management*

08/2023

**Best Reviewer Award**

Recognition for providing outstanding peer reviews for the Academy of Management Annual Meeting

*Organizational Behavior; Academy of Management*

05/2023

**Best Master's Degree Award**

Recognition for best M.A. Degree (200€)

*University of Konstanz Alumni Association VEUK*

02/2023 – 07/2023

**DFG Small Grants Funding**

Participation in and lead of research project on gender pay gap;

part of Excellence Strategy of the German federal and state governments – EXC-2035/1 – 390681379 (10,000€)  
German Research Foundation

02/2022

### **Roland Berger Award**

Award for best bachelor thesis on diversity (2,000€)  
Roland Berger

## **PEER-REVIEWED PUBLICATIONS**

Korman, B. & **Moser, S.** (2026) From Discrimination to Dominance? How Status Threat is Linked to Male Refugees' Gender Beliefs. *Journal of Immigrant & Refugee Studies*, 1-17.  
<https://doi.org/10.1080/15562948.2026.2616366> (Impact Factor: 1,3)

**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> (Impact Factor: 4,3; VHB-Ranking: B)

## **WORK UNDER REVIEW**

**Moser, S.** & Kunze, F. Title blinded for anonymity reasons. (Stage: 2<sup>nd</sup> Round Revise and Resubmit at *Journal of Management*; Impact Factor: 9,3; VHB-Ranking: A)

**Moser, S.**, Apostolidou, A., Kunze, F. Title blinded for anonymity reasons (Stage: Revise and Resubmit at *Journal of Vocational Behavior*; Impact Factor: 5,2; VHB-Ranking: B)

**Moser, S.** Title blinded for anonymity reasons. (Stage: Under Review in *Human Resource Management Journal*; Impact Factor: 6,2; VHB Ranking: B)

**Moser, S.**, Korman, B., Lauterbach, A., Title blinded for anonymity reasons. (Stage: Under Review in *Journal of Applied Psychology*; Impact Factor: 6,1; VHB Ranking: A) (all authors contributed equally)

## **PRACTITIONER-ORIENTED PUBLICATIONS**

Apostolidou, A., **Moser, S.**, & Kunze, F. (2026). Reducing absenteeism, promoting engagement – How can companies effectively support trainees with a migration background? [in German] *PERSONALquarterly* <https://www.haufe.de/personal/zeitschrift/personalquarterly/personalquarterly-22026-arbeitsmigration-personalquarterly/auszubildende-mit-migrationshintergrund-unterstuetzen-677376.html>

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.** & Kunze, F. (2024). Still a Divide: Why the Gender Pay Gap Persists – and What to Do about It. <https://kops.uni-konstanz.de/entities/publication/83b45a44-b5e8-4dfo-aacf-14c946272ddf>

**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>

## WORK IN PROGRESS

The Long Shadow of Intersectionality? A Longitudinal Perspective on Migrant Women's Pay Disadvantage (*current fine-tuning for submission to Academy of Management Discoveries; with Marta Elvira*)

Feeling Younger, Sharing Knowledge: Understanding Blue-Collar Workers' Knowledge Transfer Behavior (*current fine-tuning for submission to Journal of Organizational Behavior, first full draft accepted at AOM 2025; with Kilian Hampel*)

Back to the Office, Back to Discontent? Analyzing Employee Reactions to Return-to-Office Policies (*current data analysis and draft writing; with Amelie Marie Fischer*)

## PEER-REVIEWED CONFERENCE PRESENTATIONS

Moser, S. The Long Shadow of Intersectionality? A Longitudinal Perspective on Migrant Women's Pay Disadvantage, Accepted to the In\_equality Conference by the Cluster of Excellence "The Politics of Inequality" in Konstanz, Germany  
**\*\*\*Winner of 2026 Best Poster Award\*\*\***

Moser, S. & Kunze, F. Too Different to Stay? How Gender Misfit Shapes Early Career Outcomes, Accepted to *the German Scientific Commission for Human Resource Management Conference*, 10th – 12th September 2025 in Hannover, Germany  
**\*\*\*Winner of 2025 Best Paper Award, Category: Strong Scientific Contribution\*\*\***

Moser, S. & Lauterbach, A. Are You AfrAid? Examining Workplace Attitudes toward AI and Employee Performance; *Accepted to the 85th Academy of Management Annual Meeting*, 25th – 29th July 2025 in Copenhagen, Denmark

Moser, S. Age- and Gender-Related Barriers to Career Advancement and Leader Emergence [Symposium]; *Accepted to the 85th Academy of Management Annual Meeting*, 25th – 29th July 2025 in Copenhagen, Denmark

Hampel, K. & Moser, S. Feeling Younger, Sharing Knowledge: Understanding Blue-Collar Workers' Knowledge Transfer Behaviour; *Accepted to the 85th Academy of Management Annual Meeting*, 25th – 29th July 2025 in Copenhagen, Denmark

Moser, S. & Lauterbach, A. (2025): Are you AfrAid? Understanding Employee's Attitudes toward AI Tools at Work; *Accepted to the 22nd European Association of Work and Organizational Psychology (EAWOP) Congress*, 21st – 24th May 2025 in Prague, Czech Republic

Moser, S. (2024): Equal Pay or Empty Promises? How Organizational Diversity Goals Influence Gender Pay Gaps in a Gender-Segregated Labor Market; *Accepted to the German Scientific Commission for Human Resources Conference*, 4th – 6th September 2024 in Hannover, Germany  
**\*\*\*Nominated for Best Conference Paper Award\*\*\***

Moser, S. (2024): Occupational Devaluation, but Organizational Revaluation? Understanding Gendered Pay Discrimination; *Accepted to the 84th Academy of Management Annual Meeting*, 9th – 13th August 2024 in Chicago, Illinois  
**\*\*\*Winner of 2024 William H. Newman Award for the best Academy of Management Annual Meeting paper based on a dissertation\*\*\***

Moser, S. (2024): Gender Inequalities at the Workplace: A Multilevel Perspective; *Accepted to the 17th Equality Diversity Inclusion Conference*, 27th – 29th May in Seville, Spain

Moser, S. (2024): Occupational Devaluation, but Organizational Revaluation? Understanding Gendered Pay Discrimination; *Accepted to the 17<sup>th</sup> Equality Diversity Inclusion Conference* in Seville, Spain

Moser, S. (2023): Breaking Gender Norms: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to the German Scientific Commission for Human Resources Conference*, 22<sup>th</sup> – 22<sup>th</sup> 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*, 21<sup>st</sup> – 22<sup>th</sup> 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 83<sup>th</sup> Academy of Management Annual Meeting*, 4<sup>th</sup> July – 8<sup>th</sup> August 2023 in Boston, Massachusetts

Moser, S. & Kunze, F. (2023): Breaking the Gender Norm: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to Swiss Leadership, Inclusion and Diversity Summit*, 1<sup>st</sup>- 2<sup>nd</sup> June 2023 in Zurich, Switzerland

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 21<sup>st</sup> European Association of Work and Organizational Psychology (EAWOP) Congress*, 24<sup>th</sup> – 27<sup>th</sup> 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*, 28<sup>th</sup> – 30<sup>th</sup> September 2022 in Berlin, Germany  
**\*\*\*Nominated for Best Conference Paper Award\*\*\***

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

## INVITED TALKS

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|------------|---|
| 15/06/2026 | Gender Inequality at Work – and What to Do about It, <i>Friedrich Ebert Stiftung e.V., University of Konstanz, Germany</i>  |
| 12/03/2025 | The Impact of DEI Goals: Real Change or Just Empty Promises?, <i>IESE Business School Barcelona, Spain</i>  |
| 16/04/2024 | How Can Young Migrants be Successfully Integrated into the Labor Market?, <i>International Rescue Committee Berlin, Germany</i>                                   |
| 15/01/2024 | How Companies' Diversity Goals Impact the Gender Wage Gap across Occupations, <i>University of Bielefeld, Germany</i>   |
| 26/10/2023 | Diversity at Work: How to Identify and Unlock the Opportunities of a Diverse Workplace, <i>Fraunhofer Institute for Industrial Engineering Stuttgart, Germany</i> |

## TEACHING

03/2025 – 09/2025	Organizations of Tomorrow: Trends, Challenges, Research Methods <i>Bachelor Seminar</i> Student Satisfaction: 1.3 (scale from 1 to 5 with 1 being the best rating)
04/2022 – 09/2023	Diversity in the World of Work – Opportunities and Challenges <i>Bachelor Seminar</i> Student satisfaction: 1.1 (scale from 1 to 5 with 1 being the best rating) <b>*** Nominated for LUKS Teaching Award of the University of Konstanz by students***</b>
10/2019 – 02/2020	Human Resource Management and Organization <i>Bachelor Tutorial</i> Student satisfaction: 1.3 (scale from 1 to 5 with 1 being the best rating)

## THESIS SUPERVISION

01/2024 – today	<b>(Co-)Supervision of Master Theses</b> <ul style="list-style-type: none"> <li>▪ <i>Julia Schleißheimer</i>: Assessing the Impact of Remote Work on Employer Attractiveness: A Pre- and Post-Pandemic Analysis using Large Language Models</li> <li>▪ <i>Hilal Eyimaya</i>: Workplace Discrimination Experiences – A Comparison Between First- and Second-Generation Migrants</li> </ul>
09/2022 – today	<b>(Co-)Supervision of Bachelor Theses</b> <ul style="list-style-type: none"> <li>▪ <i>Liane Dick</i>: Employee’s Reactions to Companies’ Rollback of DEI Commitments</li> <li>▪ <i>Maren Schorpp</i>: From Profit to Principle – The Power of Diversity Framing</li> <li>▪ <i>Isabella Ferdinand</i>: Perceptions of Women in Leadership – The Impact of Social Media Representations on Employees</li> <li>▪ <i>Hilal Eyimaya</i>: Hidden Figures – Analysis of Minority Groups’ Motivation to Lead</li> <li>▪ <i>Yelzaveta Burlaka</i>: Balancing Leadership Position and Family as a Women</li> </ul>

## PROFESSIONAL EXPERIENCE

08/2019 – 01/2020	<b>Fraunhofer Institute for Industrial Engineering, Stuttgart</b> <i>Research Assistant</i> <ul style="list-style-type: none"> <li>▪ Administrative activities in the Department of Collaboration and Leadership</li> <li>▪ Research assistance in projects on New Work</li> </ul>
02/2019 – 07/2019	<b>Fraunhofer Institute for Industrial Engineering, Stuttgart</b> <i>Intern</i> <ul style="list-style-type: none"> <li>▪ Preparation and implementation of the event series “Popup Labor BW - Digitization in medium-sized companies”</li> </ul>

## SERVICES

Committee Membership	Member of the Equal Opportunities Council of the University of Konstanz (an Advisory Senate Committee), 2024-2028
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Member of the Appointment Committee as a representative of the academic staff for a professorship in the Department of Politics and Public Administration at the University of Konstanz, 2024

Reviewing Experience      European Journal of Work and Organizational Psychology, *since 2024*  
International Journal of Human Resource Management, *since 2024*  
Journal of Organizational Behavior, *since 2024*  
Academy of Management Annual Meeting, *since 2021*

## **ADDITIONAL TRAINING**

05/2025                      **Communication in Science**  
One-day workshop on communication strategies for researchers

02/2025                      **Text-as-Data Methods in Python**  
Five-day workshop on natural language processing techniques and content analysis with Large Language Models

06/2024                      **Good Scientific Practice**  
One-day workshop on recognizing and preventing scientific misconduct

10/2022-04/2023              **Data Management for Social Scientists**  
Six-month course on data management using PostgreSQL

10/2020-04/2021              **Web-Scraping Techniques with R**  
Six-month course on automated web data collection techniques with R

## **FURTHER SKILLS**

*Skills*                              Python (proficient), R (proficient), Stata (proficient), SPSS (good), SQL (good)

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

## **REFERENCES**

*Florian Kunze*                      Full Professor of Organizational Behavior, University of Konstanz

*Marta Elvira*                      Full Professor of Strategic Management, IESE Business School Madrid

*Max Reinwald*                      Assistant Professor of Management, University of Mannheim

*May, 2026*