



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

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-Col-
lar Workers' Knowledge Transfer Behaviors; *Accepted to the German Scientific Commission for Hu-
man Resources Conference*, 22th – 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) Con-
gress*, 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 Commis-
sion 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 Meet-
ing*, 29th July – 3th August 2021, Virtual Conference

Invited Talks

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| 15/01/2024 | <i>Occupational Devaluation, but Organizational Revaluation? How
Companies' Diversity Goals Impact the Gender Wage Gap across Oc-
cupations</i> , University of Bielefeld, Germany |
| 26/10/2023 | <i>Diversity at work: How to identify and unlock the opportunities of a
diverse workplace</i> , Fraunhofer Institute for Industrial Engineering
Stuttgart, Germany |

Teaching

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| 09/2022 – today | Supervision of Bachelor Theses
Topics: Work-Family-Conflict, Disability and Inclusion, Diversity in
Organizations, Future of Work |
| 04/2023 – 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) |
| 10/2022 – 04/2023 | Diversity in Teams and Organizations – Opportunities and Challenges
<i>Bachelor Seminar</i>
Student satisfaction: 1.4 (scale from 1 to 5 with 1 being the best rating) |
| 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) |

Skills

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| Software | R (proficient), Stata (proficient), SPSS (good), Microsoft Office (profi-
cient), PostgreSQL (good), LATEX (basic) |
| Languages | German (native), English (fluent), Spanish (basic) |