

Dr. Sophie Schellhammer (née Moser)

Postdoctoral Researcher
University of Konstanz, Cluster of Excellence “The Politics of Inequality”
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RESEARCH FOCUS

Topics	Inequality at Work Demographic Dissimilarity Age and Ageing at Work Compensation & Careers Intersectionality
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, <i>summa cum laude</i> 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, <i>with distinction</i> 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, <i>with distinction</i> 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

Schellhammer, S. & Kunze, F. Title blinded for anonymity reasons. (Stage: 3rd Round Revise and Resubmit at *Journal of Management*; Impact Factor: 9,3; VHB-Ranking: A)

Schellhammer, 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)

Schellhammer, 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

Kunze, F., **Schellhammer, S.**, Findeisen, S., Gerdiken, E. (2026). Our Biological Age: How work and Workload Affect Health. *Cluster of Excellence „The Politics of Inequality“*

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. *Cluster of Excellence „The Politics of Inequality“* <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*)

Does my Job Make me Old? The Occupational Exposure and Epigenetic Ageing Model (*draft writing for submission to academy of Management Review; with Elena Gerdiken and Florian Kunze*)

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*)

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*)

PEER-REVIEWED CONFERENCE PRESENTATIONS

Schellhammer, S. Beyond Symbolic Commitments: Do Organizational Diversity Goals Reduce the Gender Pay Gap?, Accepted to the *EAWOP Small Group Meeting on Fair and Inclusive Workplaces*, 24th-26th September 2026, in Lausanne, Switzerland

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"*, 15th-17th April 2026 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 17th 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*, 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. & Kunze, F. (2023): Breaking the Gender Norm: A Dynamic Perspective on Entering Non-Traditional Occupations; *Accepted to Swiss Leadership, Inclusion and Diversity Summit*, 1st- 2nd 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 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
*****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 81th Academy of Management Annual Meeting*, 29th July – 3rd August 2021, Virtual Conference

INVITED TALKS (selected)

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| 15/06/2026 | Intersectional 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, *Fraunhofer Institute for Industrial Engineering Stuttgart, Germany*

TEACHING

03/2025 – 09/2025 Organizations of Tomorrow: Trends, Challenges, Research Methods
Bachelor Seminar
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
Bachelor Seminar
Student satisfaction: 1.1 (scale from 1 to 5 with 1 being the best rating)
***** Nominated for LUKS Teaching Award of the University of Konstanz by students *****

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)

THESIS SUPERVISION

01/2024 – today **(Co-)Supervision of Master Theses**

- *Julia Schleißheimer*: Assessing the Impact of Remote Work on Employer Attractiveness: A Pre- and Post-Pandemic Analysis using Large Language Models
- *Hilal Eyimaya*: Workplace Discrimination Experiences – A Comparison Between First- and Second-Generation Migrants

09/2022 – today **(Co-)Supervision of Bachelor Theses**

- *Liane Dick*: Employee's Reactions to Companies' Rollback of DEI Commitments
- *Maren Schorpp*: From Profit to Principle – The Power of Diversity Framing
- *Isabella Ferdinand*: Perceptions of Women in Leadership – The Impact of Social Media Representations on Employees
- *Hilal Eyimaya*: Hidden Figures – Analysis of Minority Groups' Motivation to Lead
- *Yelzaveta Burlaka*: Balancing Leadership Position and Family as a Women

PROFESSIONAL EXPERIENCE

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”

SERVICES

Committee Membership	Member of the Equal Opportunities Council of the University of Konstanz (an Advisory Senate Committee), <i>2024-2028</i> 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, <i>2024</i>
Reviewing Experience	European Journal of Work and Organizational Psychology, <i>since 2024</i> International Journal of Human Resource Management, <i>since 2024</i> Journal of Organizational Behavior, <i>since 2024</i> Academy of Management Annual Meeting, <i>since 2021</i>

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

<i>Skills</i>	Python (proficient), R (proficient), Stata (proficient), SPSS (good), SQL (good)
<i>Languages</i>	German (native); English (fluent), Spanish (basic)

REFERENCES

<i>Florian Kunze</i>	Full Professor of Organizational Behavior, University of Konstanz
<i>Marta Elvira</i>	Full Professor of Strategic Management, IESE Business School Madrid
<i>Max Reinwald</i>	Assistant Professor of Management, University of Mannheim

July, 2026