

Paula Scholz

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Universitätsstraße 22a, 50923 Cologne, Germany
Building: 102 (SSC) · Room: 3.229

RESEARCH INTERESTS

Organizational Economics, Gender Economics, Behavioral Economics

EDUCATION

- **PhD Candidate, University of Cologne** 2023 – present
First supervisor: Dirk Sliwka Cologne, Germany
- **M.Sc. in Economic Research, University of Cologne** 2020 – 2023
As part of the PhD Program of the Cologne Graduate School in Economics Cologne, Germany
 - C-SEB Student Award for overall academic achievements and the master thesis project:
“Gender Differences in Preferences for Leadership: Change Through Experience?”
- **B.Sc. in Management and Economics, Ruhr-Universität Bochum** 2017 – 2020
Specialization: Industrial Organization and Economic Policy Bochum, Germany

ACADEMIC WORK EXPERIENCE AND AFFILIATIONS

- **Member of the Center of Social and Economic Behavior (C-SEB)** 12/2022 – present
University of Cologne
- **Member of the Young ECONtribute Program (YEP)** 10/2022 – present
Research Area: Organizational Design & Behavior
- **Research Assistant at the Department Corporate Development** 02/2022 – present
University of Cologne

WORKING PAPERS

- **It's Not About the Money - Or is it? Stereotypes and the Gender Application Gap**
single-authored

WORK IN PROGRESS

- **AI or human? Applicants' decisions in discrimination settings**
with Luisa Santiago Wolf and David Stommel
- **Identity and Employee Turnover - A Field Experiment**
with Dirk Sliwka and Timo Vogelsang

FURTHER PUBLICATIONS

- **KI im Recruiting – Forschungsergebnisse der Uni Köln & Partner im Pilotprojekt werden**
Queb blog post; with Luisa Santiago Wolf and David Stommel

CONFERENCES & SEMINARS

Academic: ECONtribute YEP Workshop (2025), Gender Gaps Conference in Warsaw, GRAPE (2024), Behavioral Management Science Workshop, University of Cologne (2024), C-SEB Workshop, University of Cologne (2024), Workshop on Gender in Adaptive Design, Karlsruhe Institute of Technology (2023), YEP Junior Workshop in Gender and Labor Economics (2023), ECONtribute Retreat, University of Bonn and Cologne (Poster, 2023), PhD course on Subjective Beliefs, Attention and Economic Behavior, University of Copenhagen (Poster, 2023), C-SEB Early Ideas Workshop, University of Cologne (2022)

Other: [Queb](#) Internal Seminar (2025), [case](#) Nerdnight (2024)

TEACHING EXPERIENCE

- **Business Projects in Organizational Behavior** 2024, 2025
M.Sc. level, joint with Anne Burmeister
- **Seminar "(Field) Experiments on Management Practices"** 2022- 2025
B.Sc. and M.Sc. level, joint with different PhD students
- **Exercise class to the lecture "Contract Theory" (German: "Vertragstheorie")** 2025
M.Sc. level, joint with Yero Ndiaye and Luisa Santiago Wolf
- **Exercise class to a lecture on Industrial Organization (German: "Theorie der Unternehmung")** 2024/2025
M.Sc. level, joint with Yero Ndiaye and Luisa Santiago Wolf
- **Seminar Economics (Introduction into Scientific Writing)** 2024
B.Sc. level
- **Seminar "Field Studies and Experiments in Management and Organizational Behavior"** 2023/2024
B.Sc. level, joint with Vera Schweitzer
- **Exercise class to the lecture "Economics of Organization and Management"** 2023, 2024
M.Sc. level, joint with Sander Kraaij
- **Exercise class to the lecture "Economics of Incentives in Organizations"** 2022
M.Sc. level, joint with Sander Kraaij
- **Supervision of 11x Bachelor's and 3x Master's theses** 2022– present

PROFESSIONAL SERVICE

- **Co-organisier of the C-SEB Early Ideas Workshop, University of Cologne** 10/2023 – present
with Louis Strang
- **2x Representative at Hiring Committees**