

Paula Scholz

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Universitätsstraße 24, 50931 Cologne, Germany
Building: 101 (WiSo Highrise) · Room: 7.09

RESEARCH INTERESTS

Organizational Economics, Gender Economics, Behavioral Economics

EDUCATION

- **PhD Candidate, University of Cologne** 04/2023 – present
First supervisor: Dirk Sliwka
Second supervisor: Joseph Vecci
Cologne, Germany
- **Research Stay: University of Gothenburg** 09/2025 – 11/2025
Host: Joseph Vecci
Gothenburg, Sweden
- **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

- **Research Associate with Master’s degree at the Department Corporate Development** 04/2023 – present
Department Corporate Development, University of Cologne
- **Young ECONtribute Program Fellow** 10/2022 – 09/2025
Research Area: Organizational Design & Behavior, University of Cologne
- **Research Associate with Bachelor’s degree at the Department Corporate Development** 02/2022 – 04/2023
Department Corporate Development, University of Cologne

AFFILIATIONS

- **Associated Member of ECONtribute** 01/2026 – present
Research Area: Organizational Design & Behavior, University of Cologne
- **Member of the Center of Social and Economic Behavior (C-SEB)** 12/2022 – present
University of Cologne

WORKING PAPERS

- **It’s Not About the Money - Or is it? Leadership and the Gender Application Gap** [\[Latest Version\]](#)
single-authored

WORK IN PROGRESS

- **Gender Discrimination against Pre-PhD Students: Evidence from a Field Experiment**
with Philipp Dörrenberg, Christoph Feldhaus, Annika Wyss, and Sebastian Berger
- **Onboarding, Matching, and Employee Turnover - A Field Experiment**
with Dirk Sliwka and Timo Vogelsang
- **AI or human? Applicants’ decisions in discrimination settings**
with Luisa Santiago Wolf and David Stommel
- **Building Better Managers for the Future of Work**
with David Deming, Ben Weidmann, and Joseph Vecci

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 (*ACCEPTED)

- 2026:** ECONtribute Retreat, University of Bonn and Cologne (Poster)*; Annual Meeting of the Organizational Economics Committee (Poster) and LEOH 2026, Cologne*; Field Experiments in Economics and Business (Poster), TUM*; Conference of the Society for Institutional & Organizational Economics (SIOE), INSEAD; Workshop on Leadership, Employee Well-Being, and Firm Performance, University of Salzburg; Colloquium on Personnel Economics, Erasmus School of Economics
- 2025:** Nordic Conference in Behavioral and Experimental Economics, University of Stavanger; Behavioral and Experimental Economics Seminar, University of Gothenburg; EEA, Bordeaux School of Economics; M-BEES & M-BEPS, Maastricht University; ECONtribute YEP Workshop, University of Cologne
- 2024:** Gender Gaps Conference in Warsaw, GRAPE; Behavioral Management Science Workshop, University of Cologne; C-SEB Workshop, University of Cologne
- 2023:** Workshop on Gender in Adaptive Design, Karlsruhe Institute of Technology; YEP Junior Workshop in Gender and Labor Economics; ECONtribute Retreat, University of Bonn and Cologne (Poster); PhD Course on Subjective Beliefs, Attention and Economic Behavior, University of Copenhagen (Poster)
- 2022:** C-SEB Early Ideas Workshop, University of Cologne
- Invited Seminars:** Synapse Lab Research Seminar, University of Stavanger (2026); Brownbag Seminar, Lund University (2025)

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

TEACHING EXPERIENCE

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| • Business Projects in Human Resource Management / Organizational Behavior
M.Sc. level, joint with Anne Burmeister and Dirk Sliwka | 2024, 2025, 2026 |
| • Seminar "(Field) Experiments on Management Practices"
B.Sc. and M.Sc. level, joint with different PhD students | 2022 – 2025/2026 |
| • Exercise class to the lecture "Contract Theory" (German: "Vertragstheorie")
M.Sc. level, joint with Yero Ndiaye and Luisa Santiago Wolf | 2025 |
| • Exercise class to a lecture on Industrial Organization (German: "Theorie der Unternehmung")
B.Sc. level, joint with Yero Ndiaye and Luisa Santiago Wolf | 24/25, 25/26 |
| • Seminar Economics (Introduction into Scientific Writing)
B.Sc. level | 2024, 2026 |
| • Seminar "Field Studies and Experiments in Management and Organizational Behavior"
B.Sc. level, joint with Vera Schweitzer | 2023/2024 |
| • Exercise class to the lecture "Economics of Organization and Management"
M.Sc. level, joint with Sander Kraaij | 2023, 2024 |
| • Exercise class to the lecture "Economics of Incentives in Organizations"
M.Sc. level, joint with Sander Kraaij | 2022 |
| • Supervision of 12x Bachelor's and 5x Master's theses | 2022– present |

RESEARCH GRANTS & AWARDS

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| • ECONtribute Research Grant (2025)
Conference fee and travel costs | 1,305€ |
| • C-SEB Visitor Program (2025)
Housing and travel costs for research stay at the University of Gothenburg | 3,000€ |
| • C-SEB Research Grant (2023)
Participant fees for the project: AI or Human? | 6,426€ |
| • ECONtribute Research Grant (2023)
Participant fees for the project: Stereotypes and the Gender Application Gap | 5,000€ |
| • ECONtribute Research Grant (2023)
Participant fees for the pilot study: AI or human? | 981.75€ |
| • C-SEB Student Award (2022)
Award and participant fees for the master's thesis | 1,500€ |

PROFESSIONAL SERVICE

- **Co-organisier of the C-SEB Early Ideas Workshop, University of Cologne** 10/2023 – present
with Louis Strang
- **PhD Representative in the Board of the Department Corporate Development** 08/2025 – present
- **3x Representative at Hiring Committees**

REFERENCES

1. **Dirk Sliwka**
Professor, Department Corporate Development
University of Cologne
Email: sliwka@wiso.uni-koeln.de
<https://dsliwka.github.io/>
2. **Joseph Vecci**
Associate Professor, Department of Economics
University of Gothenburg
Email: joseph.vecci@gu.se
<https://sites.google.com/site/josephvecci/home>