

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
Second supervisor: Joseph Vecci (since 12/2025)
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 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
- **Gender Discrimination against Pre-PhD Students: Evidence from a Field Experiment**
with Philipp Doerrenberg and Christoph Feldhaus

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 (*PLANNED)

2026: Colloquium on Personnel Economics, Erasmus School of Economics*

2025: Brown Bag Seminar Lund University; 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: Brownbag Seminar, Lund University (2025); Synapse Lab Research Seminar, University of Stavanger (2026)*

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

TEACHING EXPERIENCE

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| • Business Projects in Organizational Behavior
M.Sc. level, joint with Anne Burmeister | 2024, 2025 |
| • 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 |
| • 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 11x Bachelor's and 3x Master's theses | 2022– present |

RESEARCH GRANTS

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| • ECONtribute Research Grant (1,305€)
Conference | 2025 |
| • C-SEB Visitor Program (3,000€)
Research stay | 2025 |
| • C-SEB Research Grant (6,426€)
AI or Human? | 2023 |
| • ECONtribute Research Grant (5,000€)
Stereotypes and the Gender Application Gap | 2023 |
| • ECONtribute Research Grant (981.75€)
Pilot study: AI or human? | 2023 |
| • C-SEB Student Award (1,500€)
Master's thesis: Gender Differences in Preferences for Leadership: Change Through Experience? | 2022 |

PROFESSIONAL SERVICE

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