

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 & 11/2026
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
- **Gender Discrimination against Pre-PhD Students: A Field Experiment** [\[Latest Version\]](#)
with Philipp Dörrenberg, Christoph Feldhaus, and Sebastian Berger

WORK IN PROGRESS

- **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 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

- **Business Projects in Human Resource Management / Organizational Behavior** 2024, 2025, 2026
M.Sc. level, joint with Anne Burmeister and Dirk Sliwka
- **Seminar "(Field) Experiments on Management Practices"** 2022 – 2025/2026
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")** 24/25, 25/26
B.Sc. level, joint with Yero Ndiaye and Luisa Santiago Wolf
- **Seminar Economics (Introduction into Scientific Writing)** 2024, 2026
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 12x Bachelor's and 5x Master's theses** 2022– present

RESEARCH GRANTS & AWARDS

- **C-SEB Female Travel Funds (2026)** 1,700€
Housing and travel costs for research stay at the University of Gothenburg
- **ECONtribute Research Grant (2025)** 1,305€
Conference fee and travel costs
- **C-SEB Visitor Program (2025)** 3,000€
Housing and travel costs for research stay at the University of Gothenburg
- **C-SEB Research Grant (2023)** 6,426€
Participant fees for the project: AI or Human?
- **ECONtribute Research Grant (2023)** 5,000€
Participant fees for the project: Stereotypes and the Gender Application Gap

- **ECONtribute Research Grant (2023)** 981.75€
Participant fees for the pilot study: AI or human?
- **C-SEB Student Award (2022)** 1,500€
Award and participant fees for the master's thesis

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>