

# Saskia Opitz

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## ACADEMIC POSITIONS

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<b>Research Fellow</b> Max Planck Institute for Research on Collective Goods	since 10/2023 Bonn, Germany
<b>Research Associate</b> University of Cologne Seminar for Personnel Economics and HRM (Prof. Dr. Sliwka)	since 10/2020 Cologne, Germany
<b>Young ECONtribute Program Fellow</b> ECONtribute Cluster of Excellence, Universities Bonn and Cologne	10/2020 – 09/2023
<b>External Lecturer</b> Managerial Accounting, Frankfurt School of Finance & Management	2023

## EDUCATION

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<b>PhD candidate</b> University of Cologne Supervisor: Prof. Dr. Dirk Sliwka, 2 <sup>nd</sup> supervisor: Prof. Dr. Matthias Heinz	since 10/2019 Cologne, Germany
<b>M.Sc. Business Administration</b> University of Cologne Major: Corporate Development, with distinction (1.0, ranked 1/68)	09/2019 Cologne, Germany
<b>B.Sc. Business Administration</b> University of Cologne Major: Corporate Development, with distinction (1.0, ranked 1/181)	07/2017 Cologne, Germany
<b>Studies Abroad</b> Trinity College Dublin	2016 Dublin, Ireland

## AFFILIATIONS AND ACADEMIC VISITS

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University of Oxford (invited by Maximilian Kasy)	10/2023–12/2023
Associated Member, ECONtribute Cluster of Excellence	since 10/2023

## PUBLICATIONS

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**The Algorithmic Assignment of Incentive Schemes** [[here](#)]  
with D. Sliwka, T. Vogelsang and T. Zimmermann  
*Management Science*, forthcoming

## WORKING PAPERS

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### **Discretion Over Bonus Timing** [\[here\]](#)

with S. T. Block, D. Sliwka, and T. Vogelsang  
*Revision requested at **The Accounting Review***

## FURTHER PUBLICATIONS

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### **Ein Soll und Ist-Vergleich von Spot Bonus-Systemen**

with S. T. Block  
*Controlling & Management Review, forthcoming*

## RESEARCH INTERESTS AND WORK IN PROGRESS

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Research interests: Effect of Management Practices, Managerial Discretion, Machine Learning

Work in progress: **The Role of Bad Managers**

### **Highlighting Benefits in Job Ads**

### **Who Should Receive Relative Feedback? And Why?**

with D. Sliwka, T. Vogelsang and T. Zimmermann

### **Habit Formation in Organizations**

with L. Grabe and D. Sliwka

## CONFERENCES, SEMINARS AND WORKSHOPS

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**Conferences:** Empirical Research in Management Accounting & Control (ERMAC) Conference 2023, Annual Conference for Management Accounting Research (ACMAR) 2023, Society for Institutional & Organizational Economics (SIOE) Conference 2022, Annual Meeting of the Committee for Organizational Economics 2022

**Seminars:** ECONtribute Applied Micro Brown Bag Seminar, Young ECONtribute Program Seminar

**Practitioner Workshops:** Science Meets Practice Workshop – HR Analytics 2021 (University of Cologne, organizer and speaker). Science Meets Practice Workshop – AI in HR 2022 (University of Cologne, organizer and speaker)

## TEACHING

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**Lecturer:** Undergraduate class “Managerial Accounting” (2023, Frankfurt School of Finance & Management)

**Teaching assistant:** Graduate (and PhD) class “Machine Learning for Economists” (2022, 2023; Prof. Dr. Zimmermann), graduate class “Advanced Statistics for Data Analytics” (2022; Prof. Dr. Zimmermann), graduate class “Strategic Human Resource Management” (2020, 2021; Prof. Dr. Sliwka), graduate seminar “Business Projects” (2021, 2022, 2023; Prof. Dr. Sliwka), graduate seminar “Management Practices and Firm Performance” (2021; Prof. Dr. Heinz)

**Supervision of theses:** Master theses (7x, 2020-2023), bachelor theses (16x, 2020-2023)

## RESEARCH GRANTS, SCHOLARSHIPS AND AWARDS

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Joachim Herz Add-on Fellowship (€12,500)	2023
ECONtribute Research Grant (for an academic visit, €3,600)	2023
ECONtribute Research Grant (€6,400)	2023
ECONtribute Research Grant (€12,700)	2023
ECONtribute Research Grant (€15,000)	2021
ECONtribute Research Grant (€47,000)	2021
Full PhD scholarship funded by the Cologne Graduate School	2019–2020
Dean's award for outstanding achievement (University of Cologne)	2018
Erasmus scholarship to study at Trinity College Dublin	2016

## PROFESSIONAL SERVICE

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Conference Referee: Society for Institutional and Organizational Economics Conference	2023
PhD representative on the board of the Cologne Graduate School	2021

## MISCELLANEOUS

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**Languages:** German (native), English (fluent), Spanish (intermediate)  
**Programming and Software:** Python, R, STATA, LaTeX, MS Office

## REFERENCES

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**Prof. Dr. Dirk Sliwka** (Main Advisor)

University of Cologne,  
Area Corporate Development  
Seminar for Personnel Economics and HRM  
sliwka@wiso.uni-koeln.de, +49 221-470-5887

**Prof. Dr. Matthias Heinz**

University of Cologne,  
Area Corporate Development  
Professorship for Strategy  
heinz@wiso.uni-koeln.de, +49 221-470-7263

**Prof. Dr. Timo Vogelsang**

Frankfurt School of Finance & Management  
Assistant Professor of Controlling / Managerial Accounting  
t.vogelsang@fs.de, +49 69-154008-393

**Prof. Tom Zimmermann, PhD**

University of Cologne,  
Professor for Data Analytics  
tom.zimmermann@uni-koeln.de, +49 221-470-4130