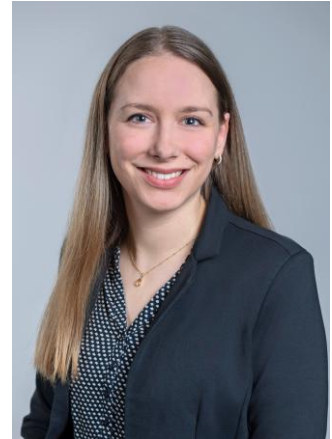


CURRICULUM VITAE

Name Dr. Patricia Palffy
Address (work) Department of Business Administration,
Plattenstrasse 14, CH-8032 Zurich
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Education

08/2019 to 01/2024 Doctoral Studies in Business Administration at the University of Zurich, Department of Business Administration, Chair for Business and Personnel Economics (Grade: 6.0/6.0, summa cum laude)
08/2019 to 01/2024 Course Program for Doctoral Students in Personnel and Education Economics (Swiss Leading House on the Economics of Education, Firm Behaviour and Training Policies; Universities of Zurich and Bern)
01/2017-07/2019 Master of Science in Psychology (Focus: Work and Organizational Psychology), University of Zurich (GPA: 6.0/6.0, prize for outstanding performance)
08/2013-07/2016 Bachelor of Science in Psychology with a Minor in Business Administration, University of Zurich (GPA: 5.7/6.0)

Professional

02/2024 to date Postdoctoral Researcher at the Professorship of Prof. Uschi Backes-Gellner (University of Zurich) and the Swiss Leading House in Economics of Education, Firm Behaviour and Training Policies
08/2019 to 01/2024 Research and Teaching Assistant at the Chair of Prof. Uschi Backes-Gellner (University of Zurich) and the Swiss Leading House in Economics of Education, Firm Behaviour and Training Policies
01/2022 to 06/2022 Visiting Student Researcher at Stanford University, Prof. Eric Bettinger
2/2017-07/2019 Student Assistant at the Department of Business Administration, Chair of Prof. Uschi Backes-Gellner, University of Zurich
8/2013-05/2016
02/2017-01/2019 Student Assistant at the Department of Psychology, Chair of Prof. Dr. Martin Kleinmann, University of Zurich
10/2015-06/2016
08/2016-01/2017 Junior Consultant, Energy Factory St.Gallen AG
08/2015-07/2016 Internship at frigg-beratung, as part of the standardization of the *Intelligence and Development Scales for Children and Adolescents (IDS-2)*
12/2012-05/2013 Internship at the Department of Business Administration, University of Zurich

Grants

01/2022 to 06/2022 UZH Doc.Mobility Scholarship for Visiting Student Researcher at Stanford University

Awards

05/2025 Nominated for the UZH SDG Impact Award

04/2025 Awarded “Top Viewed Article” in *Industrial Relations* by Wiley (for work published in 2023)

02/2025 Stiftung Norbert Thom Prize for the Best Dissertation in Business Administration and Management at Swiss Universities

06/2024 Leading House Best Paper Award Runner-Up Prize

09/2023 Best Paper Award of Personal Quarterly in Zusammenarbeit mit der Kommission Personal im Verband der Hochschullehrer für Betriebswirtschaft

06/2023 Maria Jesus San Segundo Best Paper Award for Young Researchers: AEDE XXXI Meeting

05/2023 Academy of Management, Best PhD Colloquium Presentation: HR division 4th International Conference

Teaching and Supervision

08/2026 to date Annual Master Seminar on “Negotiations Under Pressure - Managing Deadlocks, Emotions, and Irrationality: Theory and Role Playing”

02/2019 to date Annual Bachelor Seminar on “Negotiations and Conflict Resolution: Theory and Role Playing”

10/2020 to date Co-Supervision of Bachelor and Master Theses at the University of Zurich

02/2024 to 06/2024 Master Seminar on “Personnel and Education Economics: Theoretical and Empirical Analyses”, Tutorial and Seminar Paper Supervision

09/2019 to 01/2024 Course Co-Coordination and Tutorials for Bachelor Course “Introduction to Scientific Working” (>400 students)

09/2023 Workshop on “Team Leadership” as part of the Master Seminar “Team Leadership and Practical Instructions for Scientific Working”

09/2021 to 12/2021 Tutorial for Bachelor Course “Business Administration III” (>200 students)

Academic Service

Advisory Roles Project Advisory Board Member, Federal Institute for Vocational Education and Training (BIBB), research project “Values and Norms as Conditions of Organizational Decision-Making: Determinants and Consequences for Individual Employment Trajectories”, (2025 to date).

Journal Referee Journal of Economic Behavior & Organization, Empirical Economics, Economics of Education Review

Conference Referee Academy of Management (AOM), European Academy of Management (EURAM)

Organization of Conferences and Workshops

01/2020 to 09/2025 Organization of a biannual “Workshop in Scholarly Writing” with Natalie Reid

06/2024 Co-Organization of the 2nd International Leading House Conference on the Economics of Vocational Education and Training

Peer-Reviewed Publications

- Boenke, L., Debus, Maïke E., Spitzmueller, C., Palffy, P., & Philipp, S. (2026). Back to Work! Perceived Overqualification, Proactive Helping Behaviors, and Work Adjustment Among Reentering Mothers. *Journal of Organizational Behavior*, 47(6), 931-948. <https://doi.org/https://doi.org/10.1002/job.70092>
- Backes-Gellner, U., & Palffy, P. (accepted for publication; 2025). Promotions, Incentives and Allocation of Human Capital: A Personnel Economics Perspective. In G. Grote, R. A. Guzzo, R. Lalive, & H. R. Nalbantian (Eds.), *Interdisciplinary Foundations for Organizational Science and Application: A Dialogue between Psychology and Economics*. Oxford University Press.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (2023). Social norms and gendered occupational choices of men and women: Time to turn the tide? *Industrial Relations*, 62(4), 380-410. <https://doi.org/10.1111/irel.12332>

Working Papers and Journal Articles Under Review

- Palffy, P., Lehnert, P., & Backes-Gellner, U. (2026). What Works for Women Does Not Work for Men: A Field Experiment on Countering Gendered Occupational Choices. *Revise & Resubmit* (Working Paper available at <https://ideas.repec.org/p/iso/educat/0207.html>).
- Palffy, P., Sandfort, L., Schneider, M., & Backes-Gellner, U. (2026). Individuals' Resources and Careers: Configurational Pathways to Stable Employment for Middle-Skilled Workers. *Revise & Resubmit* (Working Paper available at <https://ideas.repec.org/p/iso/educat/0221.html>).
- Theiler, R., Palffy, P., & Backes-Gellner, U. (2026). The role of AI use and AI training in school-to-work transitions. *Economics of Education Working Paper Series No. 256*. <https://ideas.repec.org/p/iso/educat/0256.html>
- Dell, M., Brox, E., Palffy, P., Schilter, C., & Backes-Gellner, U. (2026). Choice Architecture in Occupational Choices. *Economics of Education Working Paper Series No. 255*. <https://ideas.repec.org/p/iso/educat/0255.html>
- Zisler, C., Palffy, P., Pfeifer, H., Pull, K., & Backes-Gellner, U. (2025). Boundary Spanning and Team Innovativeness: The Role of Teams' Technology Portfolios. *Economics of Education Working Paper Series No. 243*. <https://ideas.repec.org/p/iso/educat/0243.html>

Conference Proceedings

- Palffy, P., Lehnert, P., & Backes-Gellner, U. (2023). One size does not fit all: A field experiment on counter-ing gendered occupational choices. *Academy of Management Proceedings 2023*(1), Article 14237. <https://doi.org/10.5465/AMPROC.2023.14237abstract>

Research in Progress

Which Skills Training Improves Hiring Chances for Teams? Experimental Evidence from Recruiters' Hiring Decisions (joint with Stefano Visini, Fabienne Kiener, Harald Pfeifer, Kerstin Pull, and Uschi Backes-Gellner). Current stage: conference paper (e.g., COPE 2027).

Gender-Atypical Occupational Choices and Longer-Term Employment Trajectories of Adolescents (joint with Roman Theiler, Patrick Lehnert, and Uschi Backes-Gellner). Current stage: Data acquisition.

Practitioner-Oriented Publications

- Palffy, P., Lehnert, P., & Backes-Gellner, U. (2024). Wie Geschlechternormen die Berufswahl prägen. *Oec. Magazin* (12/2024). https://www.oec.uzh.ch/static/epaper_22-2024/#30
- Fleischmann, D. with Palffy, P., Lehnert, P., & Backes-Gellner, U. (2023). Männer orientieren sich bei der Berufswahl stärker an Geschlechternormen. *Transfer, Berufsbildung in Forschung und Praxis* (11/2023). <https://transfer.vet/maenner-orientieren-sich-bei-der-berufswahl-staerker-an-geschlechter-normen/>
- Palffy, P. with Purtschert, M. (2022). So gewinne ich beide Geschlechter für meinen Beruf. *Inside Berufsbildung Podcast Episode 14*. <https://open.spotify.com/episode/0zDQ30twKFHu6QNsvxkjlU>
- Palffy, P., Philipp, S., & Debus, M. E. (2019). Der organisationale Wiedereinstieg von Müttern: Hürden und erleichternde Faktoren. *Panorama: Bildung – Beratung – Arbeitsmarkt*, 3, 22.

Dissertation and Theses

- Palffy, P. (2024): Towards a More Diverse and Inclusive Workforce: An Empirical Analysis of Training Investments and Interventions. Dissertation, University of Zurich, Switzerland. (Grade: 6.0/6.0)
- Palffy, P. (2019): Does Helping Help? The Role of OCB in Organizational Re-Entry. Master Thesis, University of Zurich, Switzerland. (Grade: 6.0/6.0)
- Palffy, P. (2016): Who Wants to Lead? The Role of Gender and Gender Roles in Leadership Motivation and Leader Emergence. Bachelor Thesis, University of Zurich, Switzerland. (Grade: 6.0/6.0)

Invited Business and Policymaker Talks

- Palffy, P. (4/2025). Berufsbildung - Typisch Mann & typisch Frau? Praktiker-Event Yousty, 8. April 2025, Impact Hub Zürich.
- Palffy, P. (11/2023). Geschlechtstypische Berufswahlentscheidungen in der Berufsbildung. Staatssekretariat für Bildung, Forschung und Innovation (SBFI) Herbsttagung der Berufsbildung 2023, 28. November 2023, Bern. <https://www.sbf.admin.ch/sbf/de/home/aktuell/veranstaltungenkalender/herbsttagung-2023.html>
- Palffy P. (08/2023). Geschlechtstypische Berufswahlentscheidungen: Ursachen und Interventionen. Schweizerischer Baumeisterverband, 23. August 2023, Zürich.

Conference Presentations

- Dell, M., Brox., E. Palffy, P., Schilter, C., & Backes-Gellner, U. (07/2026). *86th Annual Meeting of the Academy of Management (AOM)*, 31. July - 4. August 2026, Philadelphia.
- Dell, M., Brox., E. Palffy, P., Schilter, C., & Backes-Gellner, U. (07/2026). Choice Architecture in Occupational Choices. Third International Leading House Conference on the “Economics of Vocational Education and Training”, 8.-10. July 2026, Bern.
- Theiler, R., Palffy, P., & Backes-Gellner, U. (07/2026). The Role of AI Use and AI Learning Environments in Occupational Choices of Labor Market Entrants. *Third International Leading House Conference on the “Economics of Vocational Education and Training”*, 8.-10. July 2026, Bern.
- Dell, M., Brox., E. Palffy, P., Schilter, C., & Backes-Gellner, U. (07/2026). Choice Architecture in Occupational Choices. *SASE Annual Conference 2026*, 1.-4. July 2026, Bordeaux.

- Theiler, R., Palffy, P., & Backes-Gellner, U. (07/2026). The Role of AI Use and AI Learning Environments in Occupational Choices of Labor Market Entrants. *SASE Annual Conference 2026*, 1.-4. July 2026, Bordeaux.
- Dell, M., Brox., E. Palffy, P., Schilter, C., & Backes-Gellner, U. (03/2026). Choice Architecture in Occupational Choices. *11th Leuven Economics of Education Research (LEER) Conference*, 2.-3. April 2026, Leuven.
- Dell, M., Brox., E. Palffy, P., Schilter, C., & Backes-Gellner, U. (03/2026). Choice Architecture in Occupational Choices. *28th Colloquium on Personnel Economics*, 19.-20. March 2026, Rotterdam.
- Dell, M., Palffy, P., & Backes-Gellner, U. (09/2025). Matching Apprentices to Occupations: Evidence from an Interactive Online Recommender Tool. *Workshop on the Impact of VET on Individuals, Firms, and Society*, 17. September 2025, Bergamo.
- Dell, M., Palffy, P., & Backes-Gellner, U. (09/2025). Matching Apprentices to Occupations Online. *International Workshop LSE CVER & Swiss Leading House VPET-ECON*, 11.-12. September 2025, London.
- Zisler, C., Palffy, P., Pfeifer, H., Pull, K., & Backes-Gellner, U. (05/2025). Boundary spanning and team innovativeness: The moderating role of teams' technology portfolios. *85th Annual Meeting of the Academy of Management*, 25.-29. July 2025, Copenhagen.
- Zisler, C., Palffy, P., Pfeifer, H., Pull, K., & Backes-Gellner, U. (05/2025). The Role of Teams' Technological Portfolios in the Relation Between Boundary Spanning and Innovation. *SASE Annual Conference*, 9.-12. July 2025, Montreal.
- Zisler, C., Palffy, P., Pfeifer, H., Pull, K., & Backes-Gellner, U. (05/2025). The Role of Teams' Technological Portfolios in the Relation Between Boundary Spanning and Innovation. *27th Colloquium on Personnel Economics*, 7.-9. May 2025, Trondheim.
- Palffy, P. (03/2025). Interdisciplinary Research in the Leading House VPET-ECON - Overview and selected projects on gendered occupational choices. *Swiss VET Conference*, 6.-7. March 2025, Thun.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (02/2025). What Works for Women Does Not Work for Men: A Large Field Experiment on Countering Gendered Occupational Choices. *Annual Meeting of the Economics of Education Section of German Economic Association (Bildungsökonomischer Ausschuss des Vereins für Socialpolitik)*, 13.-14. February 2025, Zurich.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (11/2024). Countering gendered occupational choices in Vocational Education and Training. *Third Leading House Alumni Network Event*, 15.-16. November 2024, Zurich.
- Palffy, P., Kiener, F., Pfeifer, H., Pull, K., & Backes-Gellner, U. (06/2024). The importance of social and digital skills training when hiring for teams: A large-scale discrete choice experiment with recruiters. *SASE Annual Conference 2024*, 27.-29. June 2024, Limerick.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (06/2024). Countering gender-typically in occupational choices: An information intervention targeted at adolescents. *URPP Interdisciplinary Conference on Boys and Men*, 19.-21. June 2024, Zurich.
- Palffy, P., Kiener, F., Pfeifer, H., Pull, K., & Backes-Gellner, U. (06/2024). The importance of social and digital skills training when hiring for teams: A large-scale discrete choice experiment with recruiters. *Second International Leading House Conference on the "Economics of Vocational Education and Training"*, 12.-14. June 2024, Zurich.

- Palffy, P., Kiener, F., Pfeifer, H., Pull, K., & Backes-Gellner, U. (02/2024). The importance of social and digital skills training when hiring for teams: A large-scale discrete choice experiment with recruiters. *26th Colloquium on Personnel Economics*, 15.-16. February 2024, Zurich.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (10/2023). One size does not fit all: A field experiment on countering gendered occupational choices. Posterpresentation, *Swiss VET Conference*, 19.-20. October 2023, Dübendorf.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (09/2023). One size does not fit all: A field experiment on countering gendered occupational choices. *Herbstworkshop der Wissenschaftlichen Kommission Personal of the German Academic Association of Business Research (VHB)*, 20.-22. September 2023, Berlin.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (09/2023). One size does not fit all: A field experiment on countering gendered occupational choices. *30th Annual Transitions in Youth Conference*, 6.-8. September 2023, Edinburgh.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (08/2023). Countering Gender-Typicality in Occupational Choices: An Information Intervention Targeted at Adolescents. *83rd Annual Meeting of the Academy of Management*, 4.-8. August 2023, Boston.
- Palffy, P., Sandfort, L., Schneider, M., & Backes-Gellner, U. (07/2023). How to avoid losing young talents in early career stages? Resource configurations that enable a smooth labor market entry. *SASE Annual Conference 2023*, 20.-22. July 2023, Rio de Janeiro.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (07/2023). One size does not fit all: A large-scale field experiment on countering gender-typicality in occupational choices of women and men. *SASE Annual Conference 2023*, 20.-22. July 2023, Rio de Janeiro.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (06/2023). One size does not fit all: A large-scale field experiment on countering gender-typicality in occupational choices of women and men. *XXXI Meeting of the Economics of Education Association (AEDE)*, 29.-30. June 2023, Santiago de Compostela.
- Palffy, P., Sandfort, L., Schneider, M., & Backes-Gellner, U. (05/2023). How to avoid losing young talents in early career stages? Resource configurations that enable a smooth labor market entry. Doctoral Colloquium at the *Academy of Management HR Division 4th International Conference*, 31. May-2. June 2023, Pilanesberg.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (05/2023). One size does not fit all: A large-scale field experiment on countering gender-typicality in occupational choices of women and men. *Academy of Management HR Division 4th International Conference*, 31. May-2. June 2023, Pilanesberg.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (03/2023). Countering gender typicality in occupational choices: An information intervention targeted at adolescents. *25th Colloquium on Personnel Economics*, 23.-24. March 2023, Amsterdam.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (03/2023). One size does not fit all: A large-scale field experiment on countering gender-typicality in occupational choices of women and men. *Academy of Management Journal Paper Development Workshop*, 20. March 2023, Paris.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (09/2022). Countering gender typicality in occupational choices: An information intervention targeted at adolescents. *Workshop on Field Experiments in Economics and Business*, 5.-6. September 2022, Heilbronn.
- Palffy, P., & Backes-Gellner, U. (07/2022). The Importance of Grit for Long-Term Educational and Labor Market Outcomes. *SASE Annual Conference 2022*, 9.-11. July 2022, Amsterdam.

- Palffy, P., Lehnert, P., & Backes-Gellner, U. (06/2022). Countering Gender Typicality in Occupational Choices: An Information Intervention Targeted at Adolescents. *First International Leading House Conference on the "Economics of Vocational Education and Training"*, 15.-17. June 2022, Zurich.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (06/2022). Social Norms and Gender-Typical Occupational Choices? *First International Leading House Conference on the "Economics of Vocational Education and Training"*, 15.-17. June 2022, Zurich
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (03/2022). Social norms and gender-typical occupational choices? *24th Colloquium on Personnel Economics*, 16.-18. March 2022, Herning.
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (07/2021). Social Norms and Gender-Typical Occupational Choices. *Invited Talk at Summer School 2021 "Psychology in Economics"*, 16. July 2021, Würzburg (held in digital form due to Covid-19).
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (07/2021). Social Norms and Gender-Typical Occupational Choices. *XXIX Meeting of the Economics of Education Association (AEDE)*, 8.-9. July 2021, Zaragoza (held in digital form due to Covid-19).
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (06/2021). Social Norms and Gender-Typical Occupational Choices. *19th ILERA World Congress*, 21.-24. June 2021, Lund (held in digital form due to Covid-19).
- Palffy, P., Lehnert, P., & Backes-Gellner, U. (07/2020). Social Norms and Gender-Typical Occupational Choices. *SASE Annual Conference*, 27.-29. July 2020, Amsterdam (held in digital form due to Covid-19).