

Saskia Opitz

Seminar for Personnel Economics and HRM | Prof. Dr. Dirk Sliwka | University of Cologne
Albertus-Magnus-Platz | 50923 Cologne | Germany

Office: SSC 3.209 | Phone: +49 221-270-2803 | Mail: opitz@wiso.uni-koeln.de

ACADEMIC POSITIONS

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

EDUCATION

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

AFFILIATIONS AND ACADEMIC VISITS

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

PUBLICATIONS

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

WORKING PAPERS

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

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

FURTHER PUBLICATIONS

Ein Soll und Ist-Vergleich von Spot Bonus-Systemen

with S. T. Block

Controlling & Management Review, 2024, 68: 44-49. [\[here\]](#)

RESEARCH INTERESTS AND WORK IN PROGRESS

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

Conferences: Empirical Research in Management Accounting & Control (ERMAC) Conference 2023, Annual Conference for Management Accounting Research (ACMAR) 2023/2024, 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

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, 2024; Prof. Dr. Sliwka), graduate seminar “Management Practices and Firm Performance” (2021; Prof. Dr. Heinz)

Supervision of theses: Master theses (8x, 2020-2024), bachelor theses (21x, 2020-2024)

RESEARCH GRANTS, SCHOLARSHIPS AND AWARDS

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

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

MISCELLANEOUS

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

REFERENCES

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
Associate 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