

# ELISA HOFMANN

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Intercultural Human Resource and Organizational Development | Ernst-Abbe-Platz 8 | D-07743 Jena  
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## RESEARCH INTERESTS

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Behavioral and Experimental Economics, Resilience, Innovation, Simulation and Business Games, Prosocial Behavior and cooperation, Participative Pricing Mechanisms, Interpersonal Closeness, Social Image Concerns, Design of Climate Negotiations, Social Norms

## CURRENT POSITION

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JAN 2021 - TODAY      **Research Associate (Postdoctoral Researcher)**  
Friedrich Schiller University Jena, Department of Intercultural Studies and Business Communications, Intercultural Human Resource and Organizational Development

## EDUCATION AND WORK EXPERIENCE

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JAN 2016 - MAR 2021    **Ph.D. in Economics (Dr. rer. pol.), *summa cum laude***  
International Max-Planck-Research School “Adapting Behavior in a Fundamentally Uncertain World” (IMPRS Uncertainty) and Friedrich Schiller University Jena  
Thesis Title: The price you choose: Experimental evidence on prosocial behavior in price setting decisions

OCT 2017 - NOV 2017    **Research Stay**  
University of Gothenburg, Gothenburg (Sweden)

SEP 2013 - DEC 2015    **Management Assistant of the Commercial Management (Executive Board)**  
Media Group Thuringia, Erfurt

SEP 2011 - AUG 2013    **Management Trainee Media Sales**  
Newspaper Group Thuringia, Erfurt

MAY 2009 - JUN 2011    **Student Assistant**  
International Office, Friedrich Schiller University Jena

JUL 2008 - JAN 2009    **Semester Abroad**  
Queensland University of Technology, Brisbane (Australia)

SEP 2006 - SEP 2011    **Freelance journalist**  
Ostthuringian newspaper (OTZ), Jena

OCT 2005 - NOV 2011    **Magistra Artium (M.A.), *Grade: 1.4***  
Friedrich Schiller University Jena  
Major: Media Studies | Minors: Philosophy, Psychology

## GRANTS, SCHOLARSHIPS, AND AWARDS

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JUN 2022                    PhD Award, Alumni Jenenses e.V.

JAN 2022 - DEC 2022    IMPULSEproject Grant, Friedrich Schiller University Jena (9,945 €)

OCT 2021 - SEP 2022    Academy for Teaching Development (ALe), Module “Intercultural Organizational Behavior” (together with Daniela Gröschke), Friedrich Schiller University Jena (42,500 €)

APR 2019                    ProChance Travel Grant, Friedrich Schiller University Jena (1,000 €)

JAN 2016 - DEZ 2020    Research Grant, International Max-Planck-Research School “Adapting Behavior in a Fundamentally Uncertain World” (16,000 €)

JAN 2016 - DEC 2019    Ph.D. Scholarship, Foundation of German Business (88,000 €)

SEP 2009 - MAY 2013    Scholarship, e-fellows.net

NOV 2007 - MAR 2011    Student Scholarship, Foundation of German Business (50,000 €)

## PUBLICATIONS AND WORKING PAPERS

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- 2022 Hofmann, Elisa, Kyriacou, Lucas, Schmidt, Klaus M.: A Model United Nations Experiment on Climate Negotiations, *forthcoming in: Journal of Economics and Statistics*
- 2022 Gröschke, Daniela, Hofmann, Elisa, Müller, Nadine D., Wolf, Judith: Multi-level framework of resilience – Insights from health care providers in Germany during the COVID-19 pandemic, *revise & resubmit: Frontiers in Psychology*
- 2021 Müller, Nadine D., Wolf, Judith, Hofmann, Elisa, Gröschke, Daniela: Integratives Konzept zur ganzheitlichen Förderung von Resilienz in Krankenhäusern, *Jena Studies in Intercultural Communication and Interactions, 2021/03, Friedrich Schiller University Jena*
- 2021 Hofmann, Elisa, Michael E. Fiagbenu, Asri Özgümüs, Amir M. Tahamtan and Tobias Regner: Who is watching me? Disentangling audience and interpersonal closeness effects in a Pay-What-You-Want context, *Journal of Behavioral and Experimental Economics, Volume 90*
- 2020 Hofmann, Elisa: The power of close relationships and audiences: Interpersonal closeness and payment observability as determinants of voluntary payments, *Jena Economic Research Papers 2020-016, Friedrich Schiller University Jena*
- 2016 Hofmann, Elisa: Zahl doch einfach, was du willst! Warum sich Pay-What-You-Want für deutsche Kinos lohnt, *Marburg: Tectum-Verlag, ISBN 978-3-8288-3799-7*

## WORK IN PROGRESS

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- 1 Immorality Judgments and Framing Effects in Voluntary Payment Settings (with Aya Adra and Deliah Bolesta)
- 2 On the Robustness of the Krupka-Weber Social Norm Measurement (with Deliah Bolesta)
- 3 Pay-What-You-Want and Uncertainty (with Tobias Regner)
- 4 Strategic Avoidance of Pay-What-You-Want Schemes
- 5 Organizational resilience in hospitals before and during the COVID-19 pandemic (with Daniela Gröschke, Nadine D. Müller, and Judith Wolf)

## CONFERENCES AND TALKS

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- 2022 Researching Digital Interculturality Co-operatively (ReDICO) Conference 2022 (Online), International Forum on Knowledge Asset Dynamics (IFKAD) 2022 (Online), Planspiel-Forschungs-Forum (PFF) 2022 (Online), 12th Biennial Conference International Academy for Intercultural Research (IAIR) 2022 (Rapperswil)
- 2021 HoloLab #3 (Kulturstiftung des Bundes, Invited Input Talk), 22nd Intercultural Summer Academy (Invited Input Talk), Barcelona GSE Summer Forum: Workshop on External Validity, Generalizability and Replicability of Economic Experiments, Discrimination and Diversity Workshop, ECONtribute Summer-Workshop
- 2020 14th Summer Academy on “Innovation, Digitalization and Structural Change”, Annual Conference Verein für Socialpolitik, 21st Intercultural Summer Academy, ESA Global Online Around-the-Clock Meetings
- 2019 14th Nordic Conference on Behavioral and Experimental Economics (NCBEE, Kiel), 12th European ESA Meeting (Dijon), 6th International Meeting on Experimental and Behavioral Social Sciences (IMEBESS, Utrecht), 13th IMPRS Uncertainty Summer School
- 2018 9th Thurgau Experimental Economics Meeting (THEEM, Kreuzlingen), 12th IMPRS Uncertainty Topics Workshop (Rome), 12th IMPRS Uncertainty Summer School, 11th IMPRS Uncertainty Thesis Workshop
- 2017 12th Nordic Conference on Behavioural and Experimental Economics (NCBEE, Gothenburg), Behavioural and Experimental Economics Brown Bag Seminar (University of Gothenburg), 11th IMPRS Uncertainty Topics Workshop (Trento), 11th IMPRS Uncertainty Summer School, 10th IMPRS Uncertainty Thesis Workshop
- 2016 10th IMPRS Uncertainty Topics Workshop, 10th IMPRS Uncertainty Summer School, 9th IMPRS Uncertainty Thesis Workshop

## SCIENTIFIC AFFILIATIONS

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Economic Science Association (ESA), Verein für Socialpolitik (VfS), German Association for Experimental Economic Research e.V. (GfEW), Schumpeter Center for Research on Socio-Economic Change (JSEC)

## REFEREEING

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Central European Economic Journal

## SELECTED GRADUATE COURSES

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Experimental Analysis of Social Preferences (Urs Fischbacher), Keynesian Beauty Contest (Rosemarie Nagel), Bayesian Statistics (Oliver Kirchkamp), Introduction to NeuroPsychoEconomics (Carlos Alos-Ferrer), Motivation and Self-Regulation (Anja Achtziger), Entrepreneurship (Uwe Cantner), Moral Behavior (Martin Kocher), Experimentics (Peter Moffat), Ethics in Digitalization (Matthias Uhl), oTree (Philipp Chapkovski), Microeconomic Treatment and Policy Evaluation (Martin Huber), Economics of Science (Guido Bünstorf), Industrial Dynamics (Isabel Almudi), Applied Econometrics (Hanna Hottenrott), Analysis of Big Data (Marco Guerzoni), Text analysis and machine learning in social sciences (Elliott Ash), Decision Heuristics (Björn Meder and Jolene Tan), Attitudes and Preferences (Susann Fiedler), Personality and Psychological Assessment Related to Fairness and Morality (Anna Baumert), Law and Economics (Christoph Engel), Virtual Reality Experiments (Özgür Güreker), Bootstrapping (Oliver Kirchkamp), Competition Law and Economics (Kai Hüschelrath), Experiments and Models of Collective Behavior (Robert Goldstone)

## TEACHING

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SUMMER 2022	Lecture <i>Intercultural Teamwork - Interactions in Organizations</i> , Bachelor, with Daniela Gröschke
	Seminar <i>Intercultural Teamwork</i> , Bachelor, with Nick Ludwig
WINTER 2021/2022	Seminar <i>Intercultural Problem Solving</i> , Bachelor
	Seminar <i>Introduction to R</i> , with Laura Malik
SUMMER 2021	Seminar <i>Simulation Games and Experimental Research Designs</i> , Ph.D. course, 15th Summer Academy on Innovation, Digitalization and Structural Change

## SELECTED SEMINARS AND WORKSHOPS

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APR 2022	LEGO® SERIOUS PLAY® Workshop (Eva-Maria Hartwich)
FEB 2022	Graduation “Certificate Program Basic” (Servicestelle LehreLernen, Friedrich Schiller University Jena)
OCT 2021	Qualitative Comparative Analysis (Patrick Mello)
JUN 2021	WebScraping with Python (organized as CorrelAidX local chapter Jena)
NOV 2020	Data Science with Python (Foundation of German Business in cooperation with Enable AI)
OCT 2019	Graphic Recording (Foundation of German Business in cooperation with Jenoptik AG and sandruschka)
FEB 2019	Graduation “Science Management” certification program (Graduate Academy, Friedrich Schiller University Jena)
APR 2019	National Model United Nations (NMUN) New York 2019
JAN 2019	Design-Thinking Workshop (organized in cooperation with Foundation of German Business and Carl Zeiss Jena GmbH)
JAN 2019	Erfurt Model United Nations (EfMUN)
JUN 2018	Scrum: Agile Project Management (JenVision e.V.)
MAY AND NOV 2018	Young Entrepreneurs in Science (Falling Walls Foundation) – Winner Pitch Competition
MAY 2018	Being successful through incorporating strategy, human resources and organization (Foundation of German Business in cooperation with &undconsorten)
SEP 2017	Entrepreneurship (Foundation of German Business)

MAY 2017	POL&IS: Simulation game on Politics and International Security Policy (organized in cooperation with Foundation of German Business and Federal Armed Forces)
APR 2016	Negotiation management (Foundation of German Business in cooperation with Potsdam Negotiation Academy)
SEP 2013	Mentoring (Foundation of German Business)
JUN 2012	Holding selection interviews (Foundation of German Business in cooperation with ITB Consulting GmbH)
JUL 2010	Conflict management (Foundation of German Business in cooperation with Ernst & Young)
MAY 2010	Leadership and Change (Foundation of German Business in cooperation with Raum für Führung)
FEB 2010	Type & Team: personality types and their interaction in teams (Foundation of German Business)

## HONORARY ACTIVITIES

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OCT 2020 - TODAY	<b>Member</b> CorrelAid e.V.
OCT 2017 - SEP 2018	<b>Group Representative and Deputy</b> Foundation of German Business, Regional Group Jena-Weimar
JUN 2017 - SEP 2020	<b>Elected Ph.D. Representative</b> Board of the Graduate Academy, Friedrich Schiller University Jena
FEB 2017 - JUN 2019	<b>Treasurer</b> Foundation of German Business, Regional Group Jena-Weimar
MAY 2013 - TODAY	<b>Coach</b> Foundation of German Business, Regional Group Jena-Weimar
APR 2012 - DEC 2015	<b>Liaison Alumna</b> Foundation of German Business, Regional Group Jena-Weimar
APR 2009 - SEP 2011	<b>First Editor in Chief, Editorial Page Editor and Editor</b> Thuringian newspaper "Lemma", Jena-Weimar
FEB 2007 - JUN 2010	<b>Co-Founder and Member</b> Network for Youth Environmental Education Thuringia (JUBiTh), Jena
AUG 2006 - JUN 2011	<b>Head of division and Member</b> Environmental department of the student council of the Friedrich Schiller University Jena

## LANGUAGES

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Native speaker:	German
Fluent:	English
Basic Knowledge:	French, Russian, Swedish, Latin

## IT SKILLS

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Advanced:	R, L <sup>A</sup> T <sub>E</sub> X, SPSS, MS Office
Intermediate:	Python, Stata, zTree, Qualtrics, MTurk, oTree
Basic:	JASP, FaceReader, Observer XT, MediaRecorder, Avid Media Composer

## REFERENCES

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PROF. DR. UWE CANTNER  
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