

Conference Program 2025 – Morning

Thursday, July 3	
6:00 pm	Opening remarks and conference dinner <i>(Restaurant Eule, Kirchgasse 8, Bayreuth, www.eule-bayreuth.de)</i>

Friday, July 4	
8:00 – 8:15 am	Arrival <i>(University of Bayreuth, Nürnberger Straße 38, Room “Open Innovation Lab”)</i>
8:15 – 9:15 am	Incorporating Observable Luck into Discretionary Evaluations: Employee and Supervisor Perspectives <i>Razvan S. Ghita, University of Southern Denmark (Presenter)</i> <i>Discussant: Cody Lu, University of Massachusetts Lowell</i>
9:15 – 9:30 am	Coffee Break (15 minutes)
9:30 – 10:30 am	Subjectively Attractive – How Process Transparency Influences Sorting between Performance-based Contracts and Long-term Oriented Decision-making <i>Lisa-Marie Wibbeke, TU Berlin</i> <i>Maik Lachmann, TU Berlin</i> <i>Friedrich Sommer, University of Bayreuth (Presenter)</i> <i>Discussant: Timothy Shields, Chapman University</i>
10:30 – 10:45 am	Coffee Break (15 minutes)
10:45– 11:45 am	Manipulating Statistics to Justify Self-Serving Recommendations <i>Cody Lu, University of Massachusetts Lowell (Presenter)</i> <i>Jeremiah Bentley, University of Massachusetts Amherst</i> <i>Discussant: Michele Fumagalli, Bocconi University</i>
11:45 – 1:00 pm	Lunch Break (75 minutes)

Conference Program 2025 – Afternoon

1:00 – 2:00 pm	It Takes Two to Tango: Do Rankings and Resource Competition Influence the Collusive Dance? <i>Sophie Maussen, Ghent University (Presenter)</i> <i>Melissa Verniest, Ghent University</i> <i>Dwight Waeye, Ghent University</i> <i>Discussant: Razvan S. Ghita, University of Southern Denmark</i>
2:15 – 2:30 pm	Coffee Break (15 minutes)
2:30 – 3:30 pm	A critical evaluation of loss aversion as the determinant of effort in compensation framing <i>Timothy Shields, Chapman University (Presenter)</i> <i>James C. Wilhelm, Chapman University</i> <i>Discussant: Friedrich Sommer, University of Bayreuth</i>
3:30 – 3:45 pm	Coffee Break (15 minutes)
3:45 – 4:45 pm	Doing good for whom? Mission statements, compensation interdependence, and employees' CSR commitment <i>Eddy Cardinaels, Tilburg University & KU Leuven</i> <i>Michele Fumagalli, Bocconi University (Presenter)</i> <i>Discussant: Sophie Maussen, Ghent University</i>
4:45 – 5:00 pm	Closing remarks