FELIX BÖLINGEN
LMU Munich School of Management
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CONTACT DETAILS

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EDUCATION

2019 – 2024	PH.D. IN MANAGEMENT, DR. OEC. PUBL. LMU Munich School of Management, Germany Supervisor: Prof. Dr. Ingo Weller Thesis: "Empirical Essays on Remote Work and Transparency in Performance Management"
2019 – 2021	MASTER OF BUSINESS RESEARCH, MBR LMU Munich School of Management, Germany
2016 – 2018	SOCIAL ECONOMICS, M.SC. FAU Erlangen-Nuremberg, Germany
2018	EXCHANGE STUDENT, POSTGRADUATE ECONOMICS National Autonomous University of Mexico (UNAM), Mexico
2013 – 2016	SOCIOLOGY, B.A. University of Mannheim, Germany
2015	EXCHANGE STUDENT, B.A. SOCIAL SCIENCES University of Bern, Switzerland

RESEARCH INTERESTS

Communication of Pay and Performance
Remote Work and Boundary Management

PEER REVIEWED PUBLICATIONS

Bölingen, F., Hermida Carrillo, A., & Weller, I. (2023). Opening the doors for spillovers: A contingency view of the effects of work from home on the work–home interface. *Frontiers in Psychology*, *14*(1191657). https://doi.org/10.3389/fpsyg.2023.1191657

WORK IN PROGRESS (*Shared first authorship)

Hermida Carrillo, A., **Bölingen, F.**, Matthews, R., & Weller, I. Home boundaries, loneliness, and relationship dissolution in the era of remote work. Status: Under review.

Shi, S.*, **Bölingen, F.***, Zhou, X., Bamberger, P., & Shaw, J. Emotion-driven cognitive consequences of miscalibrated bonus expectations. Status: Under review.

Bölingen, F.*, von Beck, S.*. A meta-analytic review of pay transparency laws and their effectiveness in reducing the gender pay gap. Status: Preparation for submission.

Bölingen, F., Bamberger, P., & Weller, I. A theory linking performance feedback transparency to employee performance. Status: Manuscript preparation.

Bölingen, F., Bamberger, P., & Weller, I. Performance feedback transparency – Evidence from laboratory and field experiments. Status: Data collection.

Bölingen, F., Alterman, V., Bamberger, P, Derler, A., Winlaw, M., Chow, C. Recruiting implications of pay transparency in job postings. Status: Data analysis.

CONFERENCES, PROCEEDINGS, AND PRESENTATIONS (*Shared first authorship)

Bölingen, F., Bamberger, P., & Weller, I. (2024). An integrative model of performance feedback transparency. *Academy of Management Proceedings*, *2024*. https://doi.org/10.5465/AMPROC.2024.13735abstract

Shi, S.*, **Bölingen, F.***, Zhou, X., Bamberger, P., & Shaw, J. (2024). Emotional and cognitive consequences of miscalibrated bonus expectations. *Academy of Management Proceedings*, *2024*. https://doi.org/10.5465/AMPROC.2024.15984abstract

von Beck, S.*, & **Bölingen, F.*** (2024). A meta-analytic review of pay transparency laws and their effectiveness in reducing gender pay gaps. *Academy of Management Proceedings*, *2024*. https://doi.org/10.5465/AMPROC.2024.17948abstract

Hermida Carrillo, A., **Bölingen, F.**, & Weller, I. (2023). Couples' work-home boundaries, work-to-home conflict, and loneliness in remote work. *Academy of Management Proceedings*, *2023*. https://doi.org/10.5465/AMPROC.2023.17384abstract

Hermida Carrillo, A., **Bölingen, F.**, & Weller, I. (2023). Couples' work-home boundaries, work-to-home conflict, and loneliness in remote work. *21st European Association of Work and Organizational Psychology Congress* [Symposium], Katowice, Poland.

Bölingen, F. (2022). The effectiveness of pay transparency laws. *Academy of Management Proceedings*, *2022*. https://doi.org/10.5465/AMBPP.2022.10722abstract

Hermida Carrillo, A., **Bölingen, F.**, & Weller, I. (2022). Couples' segmentation preference fit and work-to-home conflict—The moderating role of mandatory-work-from-home. *Society for Industrial and Organizational Psychology Annual Conference* [Poster], Seattle, WA.

Bölingen, F., Hermida Carrillo, A., & Weller, I. (2022). How mandatory work from home influences relationship and job satisfaction. *Society for Industrial and Organizational Psychology Annual Conference* [Poster], Seattle, WA. **Best International Paper Award**

INVITED PRESENTATIONS

2023   PERFORMANCE FEEDBACK TRANSPARENCY
Junior academic visitor at the department of Human Resource Studies, Tilburg University

2022   HOW TO DO HYBRID RIGHT – SUCCESS FACTORS IN WORKING FROM HOME
Management seminar for large German radio and television broadcaster (with Hermida Carrillo, A.)

OTHER PUBLICATIONS

Bölingen, F. (2022). Interview: Hybrides Arbeiten—So beeinflusst uns Home-Office (Interviewer: Karama, M.) [Hybrid working—How working from home affects us]. *BR - Der Führungskräfte-Newsletter.*

Bölingen, F., Hermida Carrillo, A. (2020). Wie beeinflussen sich Arbeit und Privatleben während der Corona-Pandemie [How do work and home affect each other during the coronavirus pandemic]. *Munich School of Management Magazine, 12,* 38–39.

AWARDS AND FUNDING

2024   DAAD KONGRESSREISEN 2024
German Academic Exchange Service (DAAD), travel fund; € 2,015

EXCELLENT: MENTORING PROGRAM FOR JUNIOR RESEARCHERS
LMU Munich School of Management; ca. € 1,600

2023   DFG PROJECT MANAGER "PERFORMANCE FEEDBACK TRANSPARENCY"
German Research Foundation (DFG), funding number 529741405; € 417,275
PIs: Ingo Weller, and Peter Bamberger

2023   EXCELLENT: MENTORING PROGRAM FOR JUNIOR RESEARCHERS
LMU Munich School of Management, ca. € 2,000

2022   SIOP 2022 BEST INTERNATIONAL PAPER AWARD WINNER

TEACHING EXPERIENCE

LEAD INSTRUCTOR AND (CO-)DEVELOPER
People Analytics. Seminar (21 M.Sc. students), ST 2023
CSR and HRM: Responsible People Management. Seminar (16 M.Sc. students), WT 2022/23
Introduction to People Analytics. Seminar (10 B.Sc. students), WT 2021/22

INSTRUCTOR
Human Resource Management. Seminar (15 B.Sc. students), ST 2021, WT 2022/23, WT 2023/24, ST 2024
Start With Business Planning. Seminar (40 B.Sc. students), ST 2019, ST 2020, ST 2022, ST 2023

TEACHING ASSISTANT
People & Organizations. Lecture (more than 400 B.Sc. students), ST 2021, ST 2022, ST 2023, ST 2024
Frontiers in HRM. Seminar (5 B.Sc. students), WT 2019/20

THESES
Thesis Supervision, empirical and conceptual B.Sc. (51 students) and M.Sc. (9 students) theses between 2019 and present

PROFESSIONAL SERVICE AND AFFILIATIONS

Ad-hoc Reviewer	Academy of Management Journal, Journal of Management Studies, Human Resource Management Journal, Academy of Management Annual Meeting
Member	Academy of Management (HR and OB Division), Verband der Hochschullehrerinnen und Hochschullehrer für Betriebswirtschaft e.V. (VHB)

PROFESSIONAL EXPERIENCE

2019 – present	RESEARCH AND TEACHING ASSISTANT LMU Munich School of Management, Germany
2019 – 2021	ASSISTANT TO THE DEAN LMU Munich School of Management, Germany
2017	DATA SCIENTIST FOR PEOPLE ANALYTICS function HR GmbH, Germany
2016 – 2018	TUTOR AND STUDENT ASSISTANT FAU Erlangen-Nuremberg, Germany
2014 – 2016	STUDENT ASSISTANT Ludwigshafen University of Applied Sciences, Germany
2014 – 2015	MARKET RESEARCHER Foerster & Thelen Feldservice GmbH, and Omnitrend GmbH, Germany

ADDITIONAL TRAINING (SELECTED)

NLP & LLMs: Harnessing the power of language for economic and related research (BERD Academy 2024)
AMR Idea Development Workshop 2024 (Nova School of Business and Economics, Portugal)
AMD Idea Development Workshop 2022 (Vrije Universiteit Amsterdam, Netherlands)
Maximum-Likelihood Estimation (Essex Summer School, J. Kropko)
Cooperation in Organizing and Innovating (XIII Medici Summer School)

OTHER INFORMATION

Software	R, Python, oTree, Stata, HTML, JavaScript, LaTeX
Languages	Native: German, Fluent: English and Spanish

REFERENCES

PROF. INGO WELLER	PROF. PETER BAMBERGER	PROF. BARRY GERHART
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