

## Curriculum Vitae – Dr. Steffen Burkert

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Institute for Human Capital Management  
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### Academic Positions

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03/2023 – present	<b>Postdoctoral researcher</b> LMU Munich, Munich School of Management Chair: Prof. Dr. Ingo Weller, Institute for Human Capital Management
06/2018 – 02/2023	<b>Research assistant and doctoral student</b> LMU Munich, Munich School of Management Chair: Prof. Dr. Ingo Weller, Institute for Human Capital Management

### Education

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06/2018 – 02/2023	<b>PhD in Business Administration (Dr. Oec. Publ.),</b> LMU Munich Munich School of Management Supervisor: Prof. Ingo Weller
06/2018 – 03/2021	<b>Master of Business Research in Business Administration,</b> LMU Munich
10/2015 – 03/2018	<b>Master of Science in Economics,</b> LMU Munich
10/2012 – 09/2015	<b>Bachelor of Science in Economics,</b> University of Konstanz

## Work in Progress

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### Submitted manuscripts:

- Initial CEO Performance and CEO dismissal, with Yannik Gehrke, DJ Schepker, and Anthony Nyberg.
- CEO similarity and Peer Imitation, with Alejandro Carillo Hermida.
- CEO Psychopathy and Firm Gender Pay Gaps, with Aino Tenhiälä and Ingo Weller.
- CEO Psychopathy, Performance Aspirations, and Risk Taking, with Remzi Gozubuyuk, Carl Kock, and Aino Tenhiälä.
- Salary Cuts and Turnover: Evidence from Top Executives.

### Draft version:

- Compensation Benchmarking, Compensation Similarity, and Executive Mobility, with Robert Kâse, Marco Tonellato, and Ingo Weller.
- HR and Gender Pay Gaps: Evidence from Finland, with Monika Hamori, Aino Tenhiälä and Ingo Weller.
- Relative Performance Evaluation and Peer Imitation, with Nina Schwaiger.
- Pay Design Dispersion and Executive Turnover, with Tobias Oberpaul, Ingo Weller, and Jason Shaw.
- CEO Entrepreneur Personality and Firm Performance, with Keith Hmieleski, Aino Tenhiälä and Bin Ma.
- Antecedents of CEO Mental Problems, with MK Chin, Aino Tenhiälä, and Markus Jokela.
- CSR Metrics and Compensation Peer Groups: Separating Selection from Influence, with Robert Kâse, Marco Tonellato, and Ingo Weller.

## Publications

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- Göbel, L., Weller, I., Nyberg, A., Burkert, S. (2024). Gendered Reactions to Employer Pay Information Non-Disclosure. *Academy of Management Discoveries*, forthcoming.
- Burkert, S., Oberpaul, T., Tichy, N., & Weller, I. (2024). Executive Compensation Complexity and Firm Performance. *Academy of Management Discoveries*, 10(2), 273-306.
- Burkert, S., Oberpaul, T., & Weller, I. (2023). Untangling executive compensation: Complexity can hurt performance. *Journal of Total Rewards*, 32(2).  
<https://worldatwork.org/resources/publications/journal/untangling-executive-compensationcomplexity-can-hurt-performance>.
- Göbel, L., & Burkert, S. (2023). Benevolent Leadership: Unveiling the Impact of Supervisor Gender on HR Practices and Employee Commitment. *Merits*, 3(3), 554-568.

## Awards and Prizes

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- Distinguished Paper Award, STR Division, AoM 2024: Attract and Repel - How CEO similarity directs strategic imitation following underperformance, joint work with A. Hermida
- Outstanding Reviewer Award, STR Division, AoM 2023
- Burkert, S., Schwaiger, N. 2021. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Best Paper (finalist). 81th Annual Meeting of the Academy of Management, Virtual Conference. Strategy Division
- Burkert, S., Kâse, R., Tonellato, M. 2020. CSR Metrics and Compensation Peer Groups: Separating Selection from Influence. Best Paper (finalist). 80th Annual Meeting of the Academy of Management, Vancouver. HR Division

## Professional Service

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- Invited Reviewer: *Academy of Management Journal*, *Academy of Management Discoveries*, *International Journal of Human Resource Management*, *Journal of Business Ethics*
- Member: Academy of Management

## Conference Presentations

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- Burkert, S. 2019. Relative Performance Evaluation: An Overview and Research Agenda. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Burkert, S., Kåse, R., Tonellato, M., and Weller, I. 2019. Compensation peer groups and executive turnover. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston (MA). HR Division.
- Burkert, S., Kåse, R., Tonellato, M. 2020. CSR Metrics and compensation peer groups: Separating selection from influence. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Burkert, S., Goebel, L., Tichy, N. 2020. Walk the Talk: The Effects of firms` multidimensional CSR on worker effort. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver. HR Division.
- Burkert, S., Goebel, L. 2021. Female Supervisors and their influence on organizational practices and employer attachment. Paper presented at the 81th Annual Meeting of the Academy of Management, Virtual. HR Division.
- Burkert, S., Schwaiger, N. 2021. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the 81th Annual Meeting of the Academy of Management, Virtual. HR Division.
- Burkert, S., Schwaiger, N. 2022. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the Annual Meeting of the American Accounting Association, Portland.
- Burkert, S., Schwaiger, N. 2022. Relative Performance Evaluation, Strategy Imitation, and Firm Performance. Paper presented at the European Accounting Association, Bergen.
- Burkert S. The Differential Effects of CEO Personality on Strategic Conformity. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.
- Burkert S., Kåse, R., Tonellato, M., and Weller, I. 2022. Constructing a “Relational Cage”: Compensation Benchmarking, Compensation Similarity, and Executive Mobility. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.
- Burkert, S., Tonellato, M. 2022. The Quest for CSR Strategic Orientation: Unpacking the Role of CEO Attention. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.
- Burkert, S., Oberpaul, T., Weller, M. 2022. Compensation design dispersion and executive turnover. Paper presented at the 82th Annual Meeting of the Academy of Management, Seattle.
- Burkert, S., Tonellato, M. (2022). ESG incentives in executive compensation: Separating selection from influence. EIASM Rewards Conference, Brussels, Belgium, December 1-2, 2022.
- Burkert, S., Oberpaul, T., Weller, I. (2022). Compensation design dispersion and executive turnover. EIASM Rewards Conference, Brussels, Belgium, December 1-2, 2022.
- Burkert, S., Schwaiger, N. (2023). Relative performance evaluation and peer imitation. ACMAR, Vallendar, Germany, March 9-10, 2023.
- Burkert, S., Oberpaul, T., Weller, I., Shaw, J., (2023). Compensation design dispersion and executive turnover. Austrian Early Scholars Workshop, Graz, Austria, May 4-5, 2023.
- Burkert, S., Oberpaul, T., Weller, I., Shaw, J., (2023). Compensation design dispersion and executive turnover. Paper presented at the 83th Annual Meeting of the Academy of Management, Boston.
- Burkert, S., Gehrke, Y., Schepker, DJ, Nyberg, A., (2023). Initial CEO Performance and CEO dismissal. Paper presented at the 83th Annual Meeting of the Academy of Management, Boston.
- Burkert, S., Gehrke, Y., Schepker, DJ, Nyberg, A., (2023). Initial CEO Performance and CEO dismissal. Paper presented at the 83th Annual Meeting of the Academy of Management, Boston.
- Burkert S., Tenhiälä A., Weller. I, Partanen, J., (2024). CEO Psychopathy and Firm Gender Pay Gaps, VHB Konferenz, Lüneburg, Germany.
- Burkert S., Tenhiälä A., Weller. I, Partanen, J., (2024). CEO Psychopathy and Firm Gender Pay Gaps, HR Workshop, Madrid, Spain.
- Burkert S., Tenhiälä A., Weller. I, Partanen, J., (2024). CEO Psychopathy and Firm Gender Pay Gaps, Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago.

## Teaching

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- Main Seminar Current Topics in HRM (B.Sc.): 2018/2019, 2019, 2019/2020; 2020, 2020/2021, 2021/22, 2022, 2023, 2023/2024
- Tutorial Human Resource Management Basics (B.Sc.): 2019, 2020, 2021, 2022, 2023, 2024

- Leadership, HR, and International Management (M.Sc., Lecture): 2022/2023
- People and Organizations (B.Sc., Lecture): 2024
- CSR and HRM (M.Sc.): 2022/2023, 2023/2024
- Supervision of Bachelor and Master Theses

Munich, September 2024